

***United States Court of Appeals
for the Second Circuit***



APPENDIX

NO. 77-4182

United States Court of Appeals
FOR THE SECOND CIRCUIT

NATIONAL LABOR RELATIONS BOARD,
Petitioner,

v.

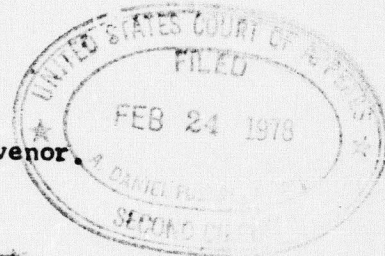
YESHIVA UNIVERSITY,

Respondent,

and

YESHIVA UNIVERSITY FACULTY
ASSOCIATION

Intervenor.



ON APPLICATION FOR ENFORCEMENT OF AN ORDER OF
THE NATIONAL LABOR RELATIONS BOARD

APPENDIX

VOLUME IV Page 1433-
1634

ELLIOTT MOORE,
Deputy Associate General Counsel,
National Labor Relations Board.
Washington, D.C. 20570

PAGINATION AS IN ORIGINAL COPY

I

I N D E X

VOLUME I

Chronological List of Relevant Docket Entries.....	III
Board's Decision and Direction of Election, dated December 5, 1975.....	1
Tally of Ballots, issued December 20, 1976.....	16
Regional Director's Certification of Representative, dated December 29, 1976.....	17
General Counsel's Further Petition for Summary Judgment and Decision and Order, dated March 30, 1977.....	19
Board's Decision and Order, dated August 24, 1977.....	21
Excerpts from the Transcript of Testimony in the Proceedings.....	35-485

VOLUME II

Excerpts from the Transcript of Testimony in the Proceedings.....	486-1003
--	----------

VOLUME III

Excerpts from the Transcript of Testimony in the Proceedings.....	1004-1432
--	-----------

VOLUME IV

Excerpts from the Transcript of Testimony in the Proceedings.....	1433-1479
Employer's Exhibits Nos.. 22R.....	1480
# 22E.....	1481
# 23.....	1482
# 25.....	1483
# 26.....	1484
# 28.....	1485
# 40.....	1517
# 49.....	1518

II

I N D E X

Employer's Exhibits (cont'd)

Nos.	50.....	1519
#	51.....	1491
#	52.....	1520
#	53.....	1522
#	55.....	1528
#	56.....	1539
##	58.....	1543
#	100.....	1544
#	101.....	1546
##	102.....	1549
#	104.....	1552
#	109.....	1557
#	110.....	1564
#	112.....	1571
#	115.....	1575
#	118.....	1577
#	121.....	1578
#	134.....	1582
#	135.....	1590
#	138.....	1592
#	149.....	1603
#	150.....	1605
#	169.....	1607

Petitioner's Exhibits	Nos. 6.....	1611
	# 108.....	1633
	110.....	1634

sec/fol.
S. Orley
blind#1

1433

4536

1 Q And has it been in a relatively similar form?

2 MR. KRAMER: I must object because there are
3 several letters there.

4 He testified that he received at one point during
5 his cross, received a copy of a letter -- of at least
6 one of the letters that were sent to Belkin.

7 MR. SHECTMAN: I withdraw the question.

8 MR. KRAMER: It's ambiguous:.

9 MR. SHECTMAN: Question withdrawn.

10 Q (By Mr. Shectman) Professor Lipsicas, were you --
11 strike that.

12 Professor Lipsicas, did you regularly receive copies
13 of the award letter to Doctor Belkin each time the N.S.F.
14 grant was awarded or renewed?

15 A I would have to check my records whether I always
16 got a copy of the letter that went to Doctor Belkin.

17 MR. SHECTMAN: I'll offer Petitioner's Exhibit
18 123 into evidence at this time.

19 HEARING OFFICER: Any objection?

20 MR. KRAMER: Does that exhibit include the attach-
21 ments?

22 MR. SHECTMAN: Yes.

23 MR. KRAMER: Would you ask the witness just whether
24 he got that all at one time that way?

25 MR. SHECTMAN: Yes, I will.

CSA Reporting

sec/2

1 Q (By Mr. Shectman) Professor Lipsicas, I show you
2 the exhibit.

3 Did you receive the attachments to that exhibit
4 simultaneously with the covering letter?

5 (Handing document to witness)

6 A If I may use the term "customary," this was the
7 customary notification I received from the National
8 Science Foundation.

9 MR. KRAMER: I don't think the question --

10 Q And in this particular case, did you receive these
11 attachments with the covering letter?

12 A That's correct.

13 MR. KRAMER: I have no objection.

14 HEARING OFFICER: Received.

15 (Whereupon, Petitioner's
16 Exhibit Number 123 was
17 marked received into
evidence.)

18 MR. SHECTMAN: I offer to be marked for identification,
19 a letter from the National Science Foundation, dated
20 December 14, 1972, addressed to Doctor Max Lipsicas, signed
21 by Thomas W. DeWitt, Program Director for Chemical
Thermodynamics.

22 (Whereupon, Petitioner's
23 Exhibit Number 124 was
24 marked for identification,
as of this date.)

25 Q (By Mr. Shectman) Doctor Lipsicas, I show you

CSA Reporting

1 Petitioner's Exhibit 124, marked for identification.

2 Did you receive this letter from the National
3 Science Foundation with the attachments attached thereto?

4 (Handing document to witness)

5 A Yes, that's correct.

6 MR. SHECTMAN: I offer the letter into evidence.

7 HEARING OFFICER: Any objection?

8 MR. KRAMER: We have no objection to this exhibit
9 going into evidence.

10 HEARING OFFICER: Received.

11 (Whereupon, Petitioner's
12 Exhibit 124 was marked
received in evidence.)

13 Q (By Mr. Shectman) Professor Lipsicas, I show
14 you reference in the first paragraph to notice of the
15 amending of your grant.

16 A That's correct.

17 Q GP28355X55

18 A That's correct.

19 Q Is that reference to the grant proposals and the
20 grant -- the grant proposals to and the grant from the
21 National Science Foundation, which has been discussed
22 throughout the entire course of your testimony today?

23 A That's correct.

24 MR. SHECTMAN: I offer to be marked for identification,
25 a letter from the United States Atomic Energy Commission,

CSA Reporting

sec/4

1 dated March 9, 1971, from Richard J. Kandel, K-a-n-d-e-l,
2 Chief, Division of the Research, Radiation and Isotope
3 and Physical Chemistry branch, as Petitioner's Exhibit
4 Number 125.

(Whereupon, Petitioner's
Exhibit 125 was marked
for identification, as
of this date.)

7 HEARING OFFICER: Off the record.

8 (Discussion off the record)

9 HEARING OFFICER: Back on the record.

10 Q (By Mr. Shectman) Professor Lipsicas, did you
11 receive this letter from the Atomic Energy Commission?

12 (Handing document to witness)

13 A Yes.

14 Q And was the application procedure or the notice
15 procedure of the granting of the awards, as far as you
16 know, different in this case from what it was in the N.S.F.?

17 A No.

18 It was again by telephone. And then after telephone
19 discussion, there would be an official letter.

20 Q And what was the --

21 MR. KRAMER: I just want to ask, as a point of
22 inquiry, you're not asserting, Mr. Shectman, by that
23 question, or intending to assert, that the paper work which
24 covers the same A.E.C. grant is in some way either irrelevant
25 or not authentic, are you?

CSA Reporting

1 MR. SHECTMAN: No, I'm not.

2 MR. KRAMER: Thank you.

3 Then I won't cross on that.

4 Q (By Mr. Shectman) Now, you're made reference to
5 telephone discussions with representatives from the A.E.C.
6 and N.S.F., have you not?

7 A Yes.

8 Q And what were the subject matter of those discussions?

9 A Well, the usual procedure is for the grant, or contract,
10 monitor to call me and inform me about what has been
11 decided regarding my proposal.

12 Q Did that grant monitor indicate whether he had
13 spoken to any representative of the university in the
14 same regard?

15 A Never.

16 Q Did any member of the university's administration
17 ever indicate to you that he had spoken to your grant
18 monitor in such regard?

19 A No.

20 Q And in those discussions, either as to the budget
21 would be determined or fixed?

22 MR. KRAMER: That's a leading question. It's
23 really unnecessary.

24 The witness has testified to some of those discussions.
25 I don't think there's a need to lead him in this area.

sec/6

1 HEARING OFFICER: Sustained.

2 MR. KRAMER: He was not crossed on any of them,
3 either.

4 Q (By Mr. Shectman) Would you describe the most
5 recent discussions you had with your monitors for the
6 National Science Foundation grant?

7 MR. KRAMER: Mr. Hearing Officer, I really wonder
8 whether the testimony of this type is admissible in a
9 proceeding of this type.

10 There is no way that we can call these monitors --
11 well, there is a way, we can subpoena them.

12 That's about the only way we can test the veracity
13 of this witness on this particular subject.

14 This is what he heard him say or what he says he
15 heard them say.

16 Since there wasn't anything on cross on the subject
17 of these conversations, Mr. Hearing Officer, I quiry
18 whether this line should be pursued further on redirect
19 and further prolong and burden the hearing.

20 I would hate to have to subpoena all of these people.
21 I know my adversary -- and I would assume the Hearing
22 Officer -- would prefer us not to get involved in that
23 kind of a long and drawn out affair here.

24 There must be some way we can shorten or limit
25 what's being done here now at the risk of opening up a

CSA Reporting

1 whole --

2 HEARING OFFICER: The considerations you state in
3 the objection maybe valid in terms of the ultimate goal
4 in the hearing.

5 I dont think I can sustain the objection, however,
6 based on those theories.

7 If counsel wishes to continue on that line, he may
8 do so.

9 MR. KRAMER: May we go off the record?

10 HEARING OFFICER: Yes.

11 Off the record.

12 (Discussion off the record.)

13 HEARING OFFICER: Back on the record.

14 Mr. Kramer.

15 MR. KRAMER: Mr. Hearing Officer, I object on the
16 grounds that a foundation with respect to conversations,
17 have not bee laid, as to the person, the time, the place.

18 MR. SHECTMAN: I willdo so.

19 MR. KRAMER: Then I will renew my objection on the
20 purport of the conversation.

21 But go ahead and first do that.

22 MR. SHECTMAN: Thank you.

23 Q (By Mr. Shectman) Did you have a discussion
24 with your grant monitor for your National Science
25 Foundation grant in the last academic year?

1 A Yes. The grant that I now hold from the National
2 Science Foundation, I did have a telephone conversation
3 with --

4 Q And when was that conversation?

5 A This was in March of 1974.

6 MR. KRAMER: With whom?

7 The name has not been given to us.

8 MR. SHECTMAN: I am getting to that.

9 Q (By Mr. Shectman) And did you make the telephone
10 call?

11 A Yes.

12 Q And to whom did you make it?

13 A I made it to Dr. Thomas DeWitt.

14 MR. KRAMER: Can we have his title?

15 Q What's his title?

16 A He is the program director for Chemical Thermo
17 Dynamics, Inc.

18 HEARING OFFICER: It appears on one of the
19 exhibits.

20 Q (By Mr. Shectman) And could you describe what
21 you said to Mr. DeWitt?

22 A I asked him --

23 MR. KRAMER: I am going to object to --

24 MR. SHECTMAN: I am asking him what he said to
25 Mr. DeWitt.

1 I would like to hear the basis of the objection,
2 Mr. Kramer?

3 MR. KRAMER: What he said to Professor DeWitt?

4 MR. SHECTMAN: To Mr. DeWitt.

5 MR. KRAMER: To Dr. DeWitt, to Mr. DeWitt, I will
6 restrain myself, Mr. Shectman.

7 MR. SHECTMAN: How difficult restraint may be.

8 MR. KRAMER: At times it's very difficult.

9 (Laughter.)

10 HEARING OFFICER: Answer the question, Professor.

11 A I asked him what decision had been made regarding
12 the proposal that I had submitted.

13 Q And what did he say in response?

14 MR. KRAMER: Mr. Hearing Officer, it is this response,
15 which obviously we can't examine this man about, nor do
16 we intend to see if we can avoid it.

17 I must ask you to limit the testimony of this
18 type.

19 HEARING OFFICER: Off the record.

20 (Discussion off the record.)

21 HEARING OFFICER: Back on the record.

22 MR. KRAMER: In an off the record conversation,
23 I was assured by my adversary that he is only going to
24 deal with this one conversation. In the light to move
25 on because of the hour, I withdraw my objection.

Q (By Mr. Shectman) Can you tell us now what ensued

1 in that conversation?

2 A Yes.

3 He indicated that the NSF would be willing to make
4 a grant for a period of one year. The budget was --
5 the budget would be either \$35,000 or \$25,00.

6 He suggested that maybe I should make a budget
7 out for either contingency. I decided to just submit
8 one budget for \$35,000 and worry later if they decided
9 that that budget was excessive.

10 Q Was that budget found to be excessive or was
11 it approved?

12 A I called him back. I told him what I had put --
13 how I had decided to allocate the \$35,000. And that
14 was it.

15 Q And was that \$35,000 figure granted?

16 A And that was the budget that was granted.

17 Q Did Mr. DeWitt indicate to you whether he had
18 any discussions with Dean Komar?

19 A No.

20 Q Did Dean Komar indicate to you whether he had
21 any discussions with Mr. DeWitt?

22 A No.

23 Q Did any members of the university's administration
24 indicate whether they had had any discussions with
25 Mr. DeWitt?

1 A No.

2 Q I show you Employer's Exhibit 163 in evidence,
3 and the last page, with reference to your revised budget.
4 Under the revised budget, Professor Lipsicas, did the
5 university pay some funds in cost sharing for your salary?

6 A Towards my academic year's salary?

7 Q Yes.

8 A Yes.

9 Q And that is just towards your academic year's
10 salary, was it not?

11 A Yes.

12 Q And in the academic year you do teach courses,
13 do you not?

14 A I do.

15 Q And does the research associate teach any courses
16 during the academic year?

17 A No.

18 Q And did the university undertake any cost sharing
19 for the research associate under that -- under this
20 amended budget?

21 A Just a minute.

22 We are referring to this, '69?

23 Q Right, for the first year.

24 A Employee basis and --

25 Q You had a research assistant, excuse me, not a

research associate.

A There was no university cost sharing on the salary of the research assistant.

Q When you submit a proposal, a grant proposal, do you set the qualifications of those persons whom you desire to hire under the --

A Yes.

Q And did you get any prior approval of those qualifications as you determined them?

A No.

Q Have they ever been changed or altered by any member of the university of the administration?

A No.

Q Did Professor -- excuse me.

Did Dr. Halpern -- strike that.

You testified that in the summer of 1974, Dr. Halpern worked iwth you on a grant.

Is that correct?

A That's correct.

Q Did Dr. Halpern teach any courses that summer?

A No.

Q Did you ever hire or seek to hire Dr. Halpern to teach any courses?

A No.

Q Did you ever hire or seek to hire anybody to teach any courses?

1 A No.

2 Q Did you ever --

3 A Oh, in my capacity as principal investigator?

4 Q Yes.

5 A No, no.

6 Q Did you ever assign, in your capacity as principal
7 investigator -- did you ever assign any courses to anyone
8 to teach?

9 A No.

10 Q In your capacity as principal investigator, did
11 you ever supervise, manage, control, or direct any member
12 of the faculty in the teaching of any courses at the
13 university?

14 A No.

15 Q You indicated that research associates, in your
16 cross examination, were parts, although less parts,
17 of the community of scholars at the Belfer Graduate
18 School?

19 Is that correct?

20 A Yes.

21 Q Are students part of that --

22 MR. KRAMER: I don't think that's a fair
23 characterization of the testimony, Mr. Shectman. I won't
24 wouldn't attempt to characterize it myself, but I don't
25 think it's a correct characterization of the testimony

1446

1 MR. SHECTMAN: I would welcome your characterization.

2 MR. KRAMER: I think you mischaracterized the
3 record.

4 MR. SHECTMAN: Are you objecting?

5 MR. KRAMER: Yes.

6 HEARING OFFICER: The record will stand as it is.
7 We understand it.

8 At least the points in the record that he is
9 discussing.

10 I am sure the reader will find the point and read
11 it as it is in the record.

12 MR. KRAMER: Hopefully that original point will appear
13 in the briefs.

14 Q (By Mr. Shectman) Are students also a part of that
15 community of scholars?

16 A Yes.

17 Q When you have travelled under the grant and were
18 reimbursed under the grant funds, did you obtain prior
19 permission for any one for such travel?

20 A No.

21 Q The question of prior permission, however, was at
22 issue with regard to your trip to the Bell Lab, was
23 it not, on which you testified on your cross examination?

24 A Yes.

25 Q And when you do travel under a grant and with
an reimbursement from the grant under-- from the grant

1 is it for the purpose or infurtherance of the grant?

2 A Yes.

3 Q And exclusively for that purpose?

4 A Exclusively for that purpose.

5 MR. SHECTMAN: No further questions.

6 RECROSS EXAMINATION

7 Q (By Mr. Kramer) Did all of the research associates
8 on your grants have doctorate degrees?

9 A All of the research associates on my grants have
10 doctorate degrees.

11 Q Do all of the faculty members appointed as full-time
12 faculty members at Belfer School, have doctorate degrees?

13 A I couldn't answer that.

14 Q To the best of your recollection?

15 A I can only answer for chemistry, and in chemistry
16 that's certainly true.

17 Q Do all of the students in the Belfer School have
18 doctorate degrees?

19 A No.

20 Q Can you tell us the research associates under
21 your grant -- did they work full-time, is that correct?

22 A Yes.

23 Q And the professors at Belfer School, putting aside
24 the part-time faculty for the moment, all work full-time?

25 A If they are not part-time, they are obviously
full-time, yes.

1 Q But the full-time faculty works full-time?

2 A Is expected to work full-time.

3 Q Students are not full-time employees of the
4 university, are they?

5 MR. SHECTMAN: We have stipulated that.

6 MR. KRAMER: I know that you have stipulated
7 that they are not, but we had questions of students
8 being part of a community of scholars a few minutes
9 ago.

10 I think these questions are quite in point.

11 Q (By Mr. Kramer) Your testimony is that Dean Komar
12 has approved all the grant proposals that you prepared.

13 Is that correct?

14 A Could you repeat the question, please?

15 Q Your testimony is that Dean Komar has approved
16 all of the grant proposals that you have prepared.

17 Is that correct?

18 A That's correct.

19 Q Have you had -- have you discussed grant proposals
20 with Dr. Patt, the assistant dean?

21 A No.

22 Q Have you discussed the budgets for grant proposals
23 with Dr. Patt?

24 A No.

25 Q Have you had discussions with Dr. Patt relative

1 to grants?

2 A What's the meaning of the word, "discussions?"

3 Q Discussions means two people speak to each other
4 about grants.

5 A Yes.

6 MR. KRAMER: I have no further questions of this
7 witness.

8 Q (By Mr. Shectman) Just one or two more questions.

9 You also testified under cross examination, Professor
10 Lipsicas, that certain exhibits introduced by the university
11 indicate that grant proposals were submitted by the
12 Belfer School

13 Is that correct?

14 A Yes.

15 Q With regard to your NSF grant, did any other
16 members of the faculty or administration of -- at the
17 Belfer Graduate School, take part in the formulation of
18 that grant proposal for the budget?

19 A Are we talking about now the most recent?

20 Q Yes.

21 A The most recent that I know of, was -- that was
22 handled by a Mr. Schwartz.

23 Q And who is Mr. Schwartz?

24 A He was -- his exact title, I think assistant to the
25 Dean, I think, or something of that nature. When I

1 presented the proposal and the budget, it was presented --

2 It was he who took the budget and proposal from me.

3 Q And did he make any changes that you know of
4 whatsoever to your grant proposal?

5 A No.

6 Q So, to the best of your knowledge, he only took that
7 proposal from you and forwarded it to the agency?

8 A Yes, with cover letter.

9 MR. SHECTMAN: No further questions.

10 Q (By Mr. Kramer) By the way, in my concluding question,
11 back to Dr. Patt, were you answering those in terms
12 of your most recent grant proposal -- there have been
13 some -- or, were you answering that in terms of all of the
14 grant proposals that we have talked about here today?

15 A I think particularly about the most recent proposal.

16 Q Dr. Lipsicas, let's go back.

17 A Okay.

18 Q Referring to your NSF grant and your AEC grant
19 and the renewals thereof, which we have discussed here
20 at length --

21 A Yes.

22 Q -- have you had discussions with Dr. Patt
23 concerning the budgets for any of those grants or
24 renewal proposals?

25 A At the stage of proposal --

1 Q I think the answer is yes or no, Professor.

2 Have you had the discussion with -- the discussions
3 with him or not?

4 A Not with regard to proposals.

5 Q Have you had those discussions with respect to
6 the budgets for those grants?

7 A Not with respect to the budgets going in with the
8 proposal.

9 Q Have you had them with respect to budgetary items,
10 whether they go with the proposal or not?

11 A I have had discussions with the secretary of the --

12 Q I didn't ask you about the secretary, I asked you
13 about Dr. Patt.

14 HEARING OFFICER: I think we would get to the point
15 quicker if you ask him what he did discuss with Dr. Patt.

16 MR. KRAMER: I think I should be allowed to
17 ask my questions my way.

18 If you would prefer to ask them, Mr. Hearing
19 Officer, you go right ahead.

20 HEARING OFFICER: Go ahead, Mr. Kramer.

21 MR. KRAMER: Did you discuss the budget for any
22 of your grant proposals or revised grant proposals or
23 grant renewals, whatever the case may be, with Dr.
24 Patt?

25 A To the best of my recollection, no.

1 Q Have you had discussions about your grants with
2 Doctor Patt? And we're not now just focusing on the
3 last grant, the last grant you had, to which you told me yes.

4 A Are we talking now about the day-to-day operation
5 of the grant?

6 Q I'm talking about the grant itself.

7 A The grant itself, not the proposal. The grant,
8 yes.

9 Q How about the day-to-day administration of the
10 grant?

11 A Some general questions.

12 Q About how money may be spent under the grant or
13 grants?

14 A How much money --

15 Q About how money may be spent under the grant or
16 grants?

17 A I've had discussions with him, yes, sir.

18 Q How expenditures may or may not be charged under
19 the grants?

20 A Yes.

21 MR. KRAMER: I have no further questions of this
22 witness.

23 HEARING OFFICER: Any more redirect?

24 MR. SHECTMAN: Onemoment, please.

25 HEARING OFFICER: Yes.

CSA Reporting

1 MR. SHECTMAN: No further questions.

2 HEARING OFFICER: You may step down, Professor.

3 THE WITNESS: Thank you.

4 (Witness excused)

5 HEARING OFFICER: Do we have any further witnesses
6 by either party?

7 MR. KRAMER: I'm going to put Dean Komar back
8 for one very limited series of questions.

9 HEARING OFFICER: Dean Komar, please take the stand.
10 You're under oath from your last testimony.

11 THE WITNESS: Okay.

12 Whereupon,

13 ARTHUR KOMAR,
14 was recalled as a witness, having previously been sworn,
15 continued his testimony, and testified as follows:

16 DIRECT EXAMINATION

17 Q (By Mr. Kramer) Dean Komar, approximately when
18 were you appointed dean? I'm not talking about acting
19 dean, I'm talking about dean of the Belfer School?

20 A I think it was in 1969, if I recall correctly.

21 Q And how appointed you?

22 A President Belkin.

23 Q And after you were appointed by President Belkin,
24 what action, if any, did you take with respect to the
25 faculty?

1 A Well, I asked for a meeting of the faculty. I
2 believe by that time we had the present by-laws, but I'm
3 not positive on that.

4 So if it were, then it would be the faculty counsel.
5 But it was an assembly of the faculty. I informed them
6 that President Belkin has offered me the position of
7 regular Dean as opposed to acting dean on the recommendation
8 of Vice-President Kogel, who was chairman of the search
9 committee for Dean and that before I would accept that
10 offer, I asked for their approval.

11 They voted it at the meeting. Then I went back
12 to President Belkin and I accepted the offer.

13 Q Were you there when that vote was taken or were you
14 advised of the vote later?

15 A I think I was there.

16 My recollection is vague from so long ago, but my
17 recollection it wasn't a yes, it was sort of like a vote
18 like acclamation. It wasn't a paper ballot and it wasn't
19 a counting vote, as I recall.

20 My recollection is not too good on that.

21 MR. KRAMER: I have no further questions of this
22 witness.

23 MR. SHECTMAN: I do have a few questions since
24 the witness has been made available.

25 CROSS EXAMINATION

Q (By Mr. Shectman) Dean Komar, you've been present

CSA Reporting

1 Q Well, did you read -- did you read the entirety
2 of his grant proposals when they were submitted to or
3 by you for approval?

4 A I skimmed them, but I don't really read them.
5 Sometimes I skim them; sometimes I don't even.

6 Q Sometimes you don't even?

7 A Sometimes I don't even skim them.

8 MR. SHECTMAN: No further questions.

9 REDIRECT EXAMINATION

10 Q (By Mr. Kramer) Dean Komar, who on your staff
11 is responsible for seeing to it -- who, if anyone, on
12 your staff, Dean Komar, is responsible for seeing to it that
13 the grant proposals are in accord with governmental regulation
14 and are administered in proper fashion?

15 A I rely on Doctor Patt for that.

16 MR. KRAMER: I have no further questions of this
17 witness.

18 HEARING OFFICER: Dean Komar, does this Doctor
19 Patt speak with you or present to you any problems
20 he may come up with in going over a proposal?

21 THE WITNESS: Yes, occasionally,

22 I mean, if there -- many of the proposals, by the
23 time they reach me, there are no problems, but on occasion
24 there have been problems, in which case Doctor Patt has
25 briefed me about them and discussed them with me.

1456

4560

1 HEARING OFFICER: Has he sought your permission to
2 correct them?

3 THE WITNESS: Or my approval for a course of
4 action that he's proposing or informing me as to what the
5 nature of the dispute is in anticipation of perhaps
6 the faculty member coming to me with his version of the
7 dispute.

8 HEARING OFFICER: Do you know if Doctor Patt
9 will correct it himself without going to you?

10 THE WITNESS: Since he doesn't come to me very often,
11 it's my understanding that he takes care of it generally
12 himself.

13 By the time it comes to me, I sometimes just skim
14 it casually or sometimes I don't even read it when I sign
15 it because I rely on him to have seen to it that it was
16 properly prepared and all the requirements are taken
17 care of.

18 Q (By Mr. Shectman) Dean Komar, did Professor Patt
19 ever submit to you any report of his review, if any, of
20 Doctor Lipsicas's grant proposals?

21 A Not to my knowledge, no.

22 Q Do you have any knowledge of Doctor Patt ever dis-
23 approving a grant proposal?

24 A He has disapproved proposed budgets.

25 Q Proposed budgets?

CSA Reporting

1 A Yes, and they have gone back to negotiations with
2 the principal investor.

3 Q And the principal investor himself has --

4 A And the revisions have had -- sometimes it's
5 negotiated as to what categories should or should not
6 be included in the budget.

7 Q Will that involve, in those cases, the interpretation
8 and administration of government regulations over those
9 grants?

10 A It could be that or it could be university policy.

11 Q For instance, what university policy?

12 A Well, you had testimony earlier about a discussion
13 of whether a secretary should be put in the budget of the
14 grant or not.

15 The particular discussion in the testimony referred
16 to a conversation between Professor Lipsicas and Mr.
17 MacDonald.

18 However, Mr. MacDonald is no longer in our employ.
19 The duties of Mr. MacDonald are Doctor Patt's.

20 Similar discussions with principal investors now
21 take place with Doctor Patt.

22 Q But in those discussions, Professor Lipsicas did
23 what he desired rather than what the university --

24 A Ultimately he did what he desired, yes.

25 MR. SHECTMAN: No further questions.

CSA Reporting

1 MR. KRAMER: I have no further questions of this
2 witness.

3 Mr. Hearing Officer, I'd like the record to note,
4 for the reader of the record, that Doctor Patt has been
5 present throughout the course of today's hearings.

6 I have no further questions, Dean Komar.

7 Thank you.

8 HEARING OFFICER: Are there any other witnesses
9 that the parties wish to present in this hearing?

10 MR. KRAMER: May we go off the record?

11 HEARING OFFICER: Off the record.

12 (Discussion off the record)

13 HEARING OFFICER: Back on the record.

14 The case is adjourned until Tuesday, ten a.m.

15 (Whereupon, the hearing was
16 adjourned at 5:25 o'clock p.m., to reconvene
May 6, 1975 at 10 o'clock a.m.)

17 oOo
18
19
20
21
22
23
24
25

1459

4563

1 BEFORE THE
2 NATIONAL LABOR RELATIONS BOARD

3 - - - - -X
4 IN THE MATTER

5 OF

6 YESHIVA UNIVERSITY,

Employer

Case No.

2-RC-16662

7 YESHIVA UNIVERSITY FACULTY ASSOCIATION
8 - - - - -X

26 Federal Plaza,
New York, New York.

May 6, 1975

9
10
11
12 The above-entitled matter came on for further
13 hearing at 2:30 p.m. o'clock.

14 o0o

15 APPEARANCES:

16 BEFORE: CLIFFORD P. CHAIET, Hearing Officer.

17 PROSKAUER, ROSE, GOETZ,
18 & MENDELSON, ESQS.,

Appearing on behalf of
the Employer.

300 Madison Avenue,
New York, New York.

19 BY: Saul G. Kramer
Esq. of Counsel.

20 GERALD A. BODNER, ESQ.,

Appearing on behalf of
the Employer.
1300 Morris Park Avenue,
Bronx, New York.

21
22
23 MURRAY A. GORDON, P.C.,

Appearing on behalf of
the Petitioner.

666 Third Avenue,
New York, New York.

24 BY: Ronald Shectman,
25 Esq. Of Counsel.

o0o

CSA Reporting

1 In other words, this Exhibit does not cover 1974 -
2 1975. Although some of the resignations earlier would
3 become effective this year, and are so noted.

4 I think the Exhibit speaks for itself, and we offer
5 it in evidence, Mr. Hearing Officer.

6 MR. SHECTMAN: On the basis of Counsel's represent-
7 ations, we have no objection.

8 MR. KRAMER: We'll make arguments from it in our
9 brief, and we shan't do so now.

10 HEARING OFFICER: Okay, it's received in evidence
11 as 169.

12 (Whereupon, the heretofore
13 mentioned document ident-
14 ified as Employer's Exhibit
15 169 was received in evidence
16 as Employer's Exhibit 169.)

15 HEARING OFFICER: Off the record.

16 (Discussion off the record.)

17 HEARING OFFICER: On the record.

18 MR. KRAMER: We propose the following stipulation,
19 Mr. Hearing Officer.

20 Without prejudice to the positions of either party,
21 on any other issue, in this case, it is stipulated that
22 librarians are not members of the faculty, are employed
23 for a twelve month work year, and work under terms and
24 conditions of employment that are as a general proposition,
25 different from those of faculty members, and thus should

1 be excluded from the bargaining unit.

2 HEARING OFFICER: Does the Petitioner so stipulate?

3 MR. SHECTMAN: As the original petition herein
4 indicates, Petitioner's -- the Petitioner did not originally
5 and currently does not seek librarians to be included in
6 the unit, and on the basis of the information available
7 to the Petitioner now, we accept the stipulation.

8 MR. KRAMER: I don't understand what that means,
9 Mr. Hearing Officer.

10 If the stipulation is accepted, it's accepted.

11 I don't understand whether that's an acceptance
12 or some kind of equivocal acceptance.

13 MR. SHECTMAN: That is an acceptance of the stip-
14 ulation.

15 MR. KRAMER: With the acceptance of the stipulation
16 without equivocation, it remains proposed and we have
17 an agreement.

18 HEARING OFFICER: The stipulation as read into the
19 record by Counsel for the University, is so received.

20 MR. KRAMER: Can we go off the record?

21 HEARING OFFICER: Off the record.

22 (Discussion off the record.)

23 HEARING OFFICER: On the record.

24 Earlier on in the hearing a stipulation was asked
25 for as to the labor organization status in this particular

1 HEARING OFFICER: Off the record.

2 (Discussion off the record.)

3 HEARING OFFICER: On the record.

4 Would the Employer please state its position as to
5 the appropriate unit, should there be an appropriate
6 unit found by the Board?

7 MR. KRAMER: Mr. Hearing Officer, it is the Univer-
8 sity's position that all members of the faculty are either
9 supervisory or managerial employees, and should be ex-
10 cluded from the bargaining unit and hence then an election
11 should not be conducted in the unit petitioned for.

12 Beyond that, Mr. Hearing Officer, it is the Univer-
13 sity's position that all division chairmen, department
14 chairmen, or department heads, as there sometimes referred
15 to in the record, are supervisors within the meaning of
16 the Act, are managerial employees.

17 HEARING OFFICER: Or?

18 MR. KRAMER: The or is an and/or, really. An and/or
19 in our main unit contention as well.

20 In addition, it is the University's position that the
21 "senior members", at Yeshiva College, who are, as the record
22 shows, the concomitant of department chairmen at other
23 schools, are supervisors and or managerial employees
24 within the meaning of the Act.

25 Separate and apart from this contention, we assert,

CSA Reporting

1 Mr. Hearing Officer, that all principal investigators
2 are supervisory and or managerial employees within the
3 meaning of the law.

4 Also, we contend that those members of the faculty
5 who are members of University Review Committee, which
6 is referred to in the faculty handbook which is in evi-
7 dence in this case, are supervisors and or managerial
8 employees, as are those members of the faculty who are
9 members of the Academic Priorities Committee.

10 HEARING OFFICER: Academic Priorities Committee?

11 MR. KRAMER: The proper name for the committee
12 is Academic Priorities and Resource Allocation Committee.

13 It will be found described in the testimony, I
14 believe, of Dr. Sokol and also of Dr. Fishman and Dr.
15 Rabinowitz.

16 Beyond this, Mr. Chalet, we contend that all ass-
17 ociate and assistant deans are supervisors and or manager-
18 ial employees within the meaning of the Act.

19 Finally, on the question of supervisory and or
20 managerial status, it is our position that all officers
21 of the University, whether or not they engage in teaching
22 or research, are supervisors and or managerial employees,
23 as are all deans, acting deans, whether or not they also
24 engage in addition to their administrative chores in
25 research and or teaching, as some of them do.

CSA Reporting

1 We would include as concomitants of deans for this
2 purpose, the director of the Yeshiva Program, who test-
3 ified in this case, the director at Striar School, and
4 the director at Teachers Institute For Women.

5 HEARING OFFICER: Off the record.

6 (Discussion off the record.)

7 HEARING OFFICER: On the record.

8 MR. KRAMER: As well as the head of the Sephardic
9 Studies Program.

10 It may be, Mr. Hearing Officer, that the head of the
11 Sephardic Studies Program is correctly called the director
12 of the Sephardic Studies Program.

13 He appeared in this case and his name is Rabbi
14 Dubrinsky. Just so the record is clear about whom we
15 are talking about.

16 All these people should be out, as should all other
17 administrators not encompassed within the explicit terms
18 of the petition, whomever they may be.

19 The petition does speak in rather explicit terms
20 about who it's including, and I don't think there's any
21 intention on anyone's part here to have included people
22 such as guidance counselors, or psychological counselors,
23 or other peripheral type of personnel that are found in
24 universities.

25 I raise that now because if and when an election is

1 directed, we hope and believe that it should not be direct-
2 ed, but should an election be directed, these issues some-
3 times come up, and I think the time to dispel these type of
4 issues is now, as opposed to later on in the heat of
5 an election campaign.

6 Now, Mr. Hearing Officer, beyond these supervisory
7 and managerial points, which would include, inter alia,
8 our position on the 50 percent rule, which I don't want
9 to get into in any depth, the supervisory and managerial
10 claims we made are in no way meant to waive our assertion
11 that the 50 percent rule should not be applied here.

12 We'll deal with that in the brief. It's implicit
13 in our arguments that the 50 percent rule is not a proper
14 statutory exercise, and we'll get into that.

15 Our claims are based on 2(11) and on assertion
16 that the 50 percent rule does not apply, properly apply
17 here, and further claim that even if it does properly
18 apply, as we will deem straight in our brief, there are
19 places where faculty should be taken out as supervisors
20 or managerial employees.

21 But we'll leave that for the brief. I just want to
22 make that clear.

23 My colleague, Mr. Bodner, points out we haven't said
24 anything about that. We'll detail all of that in the
25 brief.

1 Now, with respect to other issues not dealing with
2 supervisory and or managerial status, first I'd like to
3 deal with our position on part timers.

4 We have been asked repeatedly during this -- during
5 the course of this hearing to state a position on part
6 timers.

7 We ourselves have found the evidence as it came
8 in rather interesting. It's been a bit of a learning
9 experience for us, and we are now prepared to state a
10 position, which is as follows:

11 We believe, and assert, that all regular half time
12 faculty should be included in the bargaining unit.

13 By half time we mean substantially half time --
14 strike that.

15 By half time we mean half time or more. That is
16 teaching six or more hours.

17 With respect to continuity, we mean meets the above
18 requirement, namely six hours or more in the semester
19 in which the election is held, and additionally meets the
20 above requirement in both semesters of the three previous
21 academic years as well as in the election year.

22 Excluded would be all other part time faculty, that
23 is all persons who do not meet requirements I have just
24 outlined would be excluded because in our view they would
25 not be able to demonstrate the kind of permanency and

1 continuity which would cause them to share a single
2 community of interest with the full time faculty members
3 that have been petitioned for.

4 We will argue this point in our brief. I will not
5 argue it further now.

6 Having disposed of the part time issue, I would
7 like to turn to the question of resignees and terminees.

8 It is our position that those persons who as of the
9 date of the election, and by that we would mean as of the
10 date of the Board's direction of election, should there be
11 a direction of election here, who have signified that
12 they would resign effective either before or at the close
13 of the academic year in which the election is being held,
14 should be excluded.

15 We would take the same position with respect to
16 probationary appointees whom the University has terminated
17 and whose termination is known at the time of the direction
18 of election, and whose termination is effective at the end
19 or before the end, for that matter, of the academic year
20 in which the election is being held.

21 Without spelling out an extended rationale on the
22 record, which is already quite extensive, we would point
23 out that in our view these type of employees do not have
24 the type of permanency, do not possess the kind of contin-
25 uity that should allow them to vote in a board conducted

1 HEARING OFFICER: Off the record.

2 (Discussion off the record.)

3 HEARING OFFICER: On the record.

4 MR. KRAMER: Mr. Hearing Officer, it's called to
5 my attention by Mr. Bodner, that the question of whether
6 retirees, people who will retire during the academic
7 year in which the election is held, and have so signified
8 at the time of the direction of election, would be ex-
9 cluded.

10 On this issue we take no position at this time,
11 except that we believe it should be determined in a
12 logical fashion consonant with the positions that the --
13 the various positions that have been expressed here.

14 MR. SHECTMAN: Excuse me, Mr. Hearing Officer, if
15 we can a clarification?

16 Is it then the position of the University that
17 resignees and terminees shall be considered out of the
18 unit, but they're taking no position as to retirees?

19 MR. KRAMER: Yes. I do not have instructions on
20 retirees, and hence am not taking a position on retirees,
21 except we think it should be treated in a manner logically
22 consonant with the position we have expressed with re-
23 spect to the visiting faculty, resignees and terminees.

24 Other than that, I'm not in a position to state a
25 formal position on that issue.

1 funds are derived from to pay his salary check.

2 Now, we don't think that that's the correct way to
3 go about this problem, and we think those people should
4 be included.

5 We have been asked for our position with respect
6 to ~~ameritus~~ faculty.

7 We know of no ~~ameritus~~ faculty who teach either within
8 the definition of the word full time, as it's been used
9 by various witnesses here, or within the definition of
10 part time, as it's been used by the University in suggest-
11 ing inclusion of certain part time employees.

12 Under these circumstances, we think ~~ameritus~~ faculty
13 should be excluded.

14 The -- we have also been asked for our position
15 with respect to research assistants.

16 I think we have stated it during the hearing, but
17 we'd like to make it clear now, again, that research
18 assistants should be excluded from the bargaining unit.

19 The record would show that they are students for
20 the most part, and I don't want to get into what the
21 record shows, we have a rather long record here, and I
22 think we have stipulated previously on that issue.

23 We have also the question of research associates.
24 I am asvised by my client that research associates should
25 be excluded from the bargaining unit.

1 position of the other side should be concealed on this
2 question.

3 What's sauce for the goose here is sauce for the
4 gander.

5 HEARING OFFICER: Mr. Shectman?

6 MR. SHECTMAN: My client, with respect to the
7 points that have been made by -- made and or argued by
8 Counsel for the University, we are able to respond to those
9 one by one, in order to find certain areas of agreement,
10 and to highlight those areas on which there is disagree-
11 ment and on which the parties of course will be arguing
12 in their briefs.

13 With respect to those faculty members on sabbatical,
14 those full time faculty members on sabbatical leave, or
15 on leave, authorized leave from the University, we do
16 seek the inclusion of those persons within the unit.

17 With regard to Research Assistants, I believe the
18 parties have a prior stipulation on the record, which
19 would effectively exclude those persons from the unit
20 herein sought.

21 With respect to Research Associates, the Petitioners
22 do not seek those persons in the unit.

23 With respect to those faculty members emeritus,
24 it is not apparent on the record that such persons are
25 actively engaged in teaching at the University, and

CSA Reporting

1 accordingly, we would not seek the inclusion of the
2 persons holding that title.

3 With respect to visiting faculty, who are teaching
4 at Yeshiva University, and whose services at the University
5 have been fixed to a period of one year and who are appoint-
6 ed and members of the faculty of another academic instit-
7 ution, we likewise seek the exclusion of those persons
8 from this unit.

9 With respect to resignees or prospective resignees
10 and terminees, and retirees, who are known as such as of
11 the date of election, but who will continue as full time
12 employees of Yeshiva University, as full time faculty
13 members, we seek the exclusion of those persons within
14 the unit.

15 With regard to those persons who have faculty
16 titles, and who serve in full time employment, but whose
17 initial and subsequent appointment is subject to special
18 funding, derived in the main from non-University funds,
19 or whose initial or subsequent appointment is in connection
20 with special projects, we seek that all such persons
21 be excluded from the unit herein.

22 I might note for the record that that language
23 with respect to those persons which has been referred
24 to in the record as those persons on soft money, is de-
25 rived literally and as quoted from the faculty handbook

CSA Reporting

1 introduced into evidence here.

2 With respect to those faculty who have full time
3 appointments, who are on so-called ~~hard money~~ and who have
4 been appointed pursuant to the applicable provisions
5 of the faculty handbook herein submitted as evidence,
6 as full time faculty members, we seek their inclusion.

7 HEARING OFFICER: This includes only those with
8 appointment letters, designating them as full time?

9 MR. SHECTMAN: As set forth in the faculty handbook.
10 The -- that appointment letter and the perquisites
11 attendant to it, to all full time faculty of the Univer-
12 sity as set forth in the faculty handbook.

13 HEARING OFFICER: I believe there was some testimony
14 that certain faculty at some of the schools are not
15 appointed by letter.

16 What is your position on that?

17 MR. SHECTMAN: It is my recollection that those
18 persons would be excluded, in that they do not qualify
19 as full time members of the faculty.

20 MR. KRAMER: I just lost the thread of that.

21 HEARING OFFICER: I asked Mr. Shectman what his
22 position was concerning the testimony that certain faculty
23 are, "full time" at their school, not based on an appointment
24 letter, and not on a tenure track.

25 Some of the schools don't have that type of

1 organizational set up, and Mr. Shectman stated that he
2 would exclude those people.

3 MR. KRAMER: I don't understand what that means,
4 Mr. Hearing Officer.

5 I think we should have an explanation on the record
6 of that position, because it is totally unclear to me,
7 and I have been in this hearing room for 25 days.

8 MR. SHECTMAN: The reference, I believe, Mr. Hearing
9 Officer, is in particular to those faculty members at
10 Teachers Institute for Women, who in my recollection are
11 not hired by the president, who on my recollection do not
12 receive tenure letters from the president, do not -- are
13 not eligible for tenure pursuant to the faculty handbook,
14 who are in fact hired by the dean or the director or the
15 head of that school, and who are paid to, to the best of
16 my recollection, pursuant to the number of courses which
17 they are teaching, and the number of hours which they're
18 serving.

19 We believe that the record itself will spell out the
20 distinctions and the perquisites and times and conditions
21 of employment between those persons to whom you have
22 referred and the other full time faculty as it has been
23 set forth in the record here.

24 HEARING OFFICER: Were there any other schools
25 other than the Teachers Institute that are affected in that

1 way, do you recall?

2 MR. SHECTMAN: I believe not.

3 In effect, the faculty at TIW we see as part time
4 faculty, who have on occasion been assigned 12 hours
5 and I believe even in some cases more, of teaching load.

6 Thus, we are not fixing the distinction solely
7 on the basis of the number of hours taught, but rather
8 on the attributes of full time employment at Yeshiva
9 University, as set forth in the faculty handbook, and we
10 believe as set forth in the record herein.

11 With regard to the issue of certain deans titles
12 as such, we are in agreement with the University that
13 deans, directors, or acting deans or directors, or the
14 heads of the religious programs, as well as associate
15 deans, if there are any, should not be included in the unit
16 herein, but that the -- that those persons, and I believe
17 there's one person, acting as assistant dean, would be
18 included within the unit.

19 We are likewise opposed to the University's position
20 that those elected members of the University Review Committee
21 and the Academic Priorities and Resources Committee,
22 or Resource Allocation Committee, should be excluded
23 from this unit.

24 We submit that they are -- that within those committees
25

1 their retirement.

2 Accordingly, we seek, we assert that -- Petitioners
3 position herein is consistent with well established
4 doctrine of this Board, and the principles and practices
5 of collective bargaining within the University context.

6 MR. KRAMER: Mr. Hearing Officer, we would note
7 for the record that while the University has taken the
8 position that Research Associates who, and these people
9 all have doctorate degrees, and the evidence will show
10 are professionals engaged in scholarly research on a full
11 time basis, although we have stated that they should be
12 excluded from the unit, we would wish to note for the re-
13 cord that nothing in our taking that position should be
14 deemed consent by the University, of its position with
15 respect to the 50 percent rule.

16 In fact, the issue of the unit placement of these
17 Research Associates, which we ourselves have found to be
18 a very hard issue internally, serves only further to
19 highlight the arbitrary, capricious nature of that rule,
20 and the distortion of Section 2(11) of the Act, which
21 is caused by that rule, the argument being simply by the
22 unit placement of Research Associates out of the unit,
23 or in the unit, you may vary the status of the principal
24 investigator as either a supervisor or non-supervisor
25 within the meaning of the Act.

CSA Reporting

1 We don't think -- there are other factors involving
2 supervisory status of PI's, beyond this question of Re-
3 search Associate, and I'll note that for the record.

4 We think that the interlock, this unit interlock
5 of the question of the Research Associates being in the
6 unit or out of the unit, serves to highlight the rather
7 specious character of this principle, and we ask that the
8 Board reconsider this principle in the light of the facts
9 of this record.

10 Because the facts of this record, particularly
11 the facts with respect to Research Associates, just high-
12 light the facts that the Board has departed from the
13 language and the congressional intent as expressed in
14 Section 2(11) of the Act.

15 Now, I don't want it later said that by taking the
16 position that the Research Associates should be excluded
17 from the bargaining unit, the University has somehow
18 conceded that the 50 percent rule would properly be applied
19 to the principal investigators, because we are not so
20 conceding.

21 In fact, to apply the 50 percent rule based on this
22 unit question on the Research Associates, we think that
23 is violative of the purposes of the law.

24 Never-the-less, it's a close unit question, and we
25 have taken a position on it, and we have taken that

1 position in good faith, because that's where we believe
2 those people should really be, outside the bargaining unit.
3 We could have just as strongly taken the position
4 that the PI's are supervisors.

5 Indeed, I think the record will show that if the
6 PI's are not the supervisors of those Research Associates,
7 who are in everyway scholars, then they are totally
8 unsupervised, have no supervisors at all.

9 Nodean, no assistant dean. I mean they just have
10 nobody to oversee their work and make sure that they're
11 performing under the government contracts involved here.

12 Mr. Hearing Officer, the University moves that the
13 record in this matter be transferred pursuant to the
14 Board's rules and regulations to, at the close of this
15 hearing, to the Board in Washington, for a determination
16 of the many issues raised herein.

17 We believe that we have made a rather significant
18 and substantial record, one that raises issues that are
19 new and issues that are old in a new context, and we have
20 asked for reconsideration of some of the positions that
21 the Board has taken, and we would note for you, Mr.

22 Hearing Officer, that this has previously been requested
23 in University cases, and in some situations the Board
24 has in fact reconsidered its position and reversed its
25 position, particularly in the part time area where they

CSA Reporting

1 Mr. Hearing Officer, that is not our purpose in
2 raising this issue, and I am now quite delighted that we
3 have raised it, because it is another question the Labor
4 Board is going to have to decide.

5 As we see matters, this petition applies to the schools
6 that exist at the University, as they existed at the time
7 the petition was filed, and certainly as they exist at
8 the time this hearing is closed.

9 To then interpret the direction of election as
10 petitioner apparently will do, to apply to the law
11 school faculty that may be hired at the time the election
12 is directed, and only to have them vote under challenge,
13 and engage in ancillary litigation afterwards on those
14 challenges, the very result I'm trying to avoid here today,
15 and we think the Labor Board can avoid that by determining
16 what we suggest, namely it applies only to the schools
17 of the University existent at the time the petition was
18 filed.

19 MR. SHECTMAN: Let me clarify the position of
20 petitioner to this extent, and if I may respectfully
21 advise Mr. Kramer that it is not a matter of tactics,
22 which we feel the only reason that he's -- that these
23 hearings have progressed as long as they have, have in
24 fact been the tactics of this University, but rather
25 that the petitioner's position is that we do not ask for

CSA Reporting

1 not do we anticipate an order of election including
2 unknown faculty to be employed in an unknown school,
3 performing unknown functions, whereby I believe in fact
4 as rare as it has been in these proceedings, that the
5 employer and petitioner are in basic agreement here, that
6 to the extent that no such school currently exists, nor
7 any such employees are actually in that school, we are
8 not seeking any order or direction that they be included
9 in the election.

10 MR. KRAMER: That is precisely the result we seek,
11 and I think that's tantamount to a stipulation in the
12 exclusion of law school faculty at or about the time of
13 the election, should there be any law school faculty we
14 can pass on.

15 I must, however, object -- I realize the proceeding
16 has gone on for a long time -- to the characterization
17 of the reason for the delay that was offered by the
18 petitioner.

19 The petitioner filed this petition, Mr. Hearing
20 Officer, initially in April of 1974, only to withdraw
21 that petition when it was not prepared to proceed.

22 He filed the petition again in the latter part of
23 May of 1974, for two schools of the University, and
24 pursued that petition through lengthy hearings, for what
25 we considered to be an inappropriate unit, until October

CSA reporting

1480

1480

Belfer Graduate School of Science

Administration

Arthur B. Komar, Ph.D.
Charles R. Patt, Ph.D.
Carolyn Chamoy, M.L.S.
Edmund I. Schwartz, M.E.E.
Larry S. Wachsmen, M.S.

Dean
Assistant Dean
Acting Librarian
Director of Laboratories
Assistant Registrar

Faculty

Yakir Aharonov*, Professor of Physics. Ph.D., Bristol University.
Ralph E. Behrends, Professor of Physics. Ph.D., University of California at Los Angeles.
Charles A. Berger, Associate Professor of Mathematics. Ph.D., Cornell University.
Melvyn S. Berger, Associate Professor of Mathematics. Ph.D., Yale University.
Irving J. Borowitz, Associate Professor of Chemistry. Ph.D., Columbia University.
J. Robert Buchler, Assistant Professor of Physics. Ph.D., University of California at San Diego.
Lewis A. Coburn, Professor of Mathematics. Chairman, Department of Mathematics. Ph.D., University of Michigan.
Frederick Cooper, Assistant Professor of Physics. Ph.D., Harvard University.
Leon Ehrenpreis, Professor of Mathematics. Ph.D., Columbia University.
David Finkelstein, Young Men's Philanthropic League Professor of Physics. Ph.D., Massachusetts Institute of Technology.
Leopold Flatto, Professor of Mathematics. Ph.D., Massachusetts Institute of Technology.
Graham Frye, Associate Professor of Physics. Ph.D., University of California at Berkeley.
Abe Gelbart, Distinguished University Professor of Mathematics. Ph.D., Massachusetts Institute of Technology.
Martin Goldstein, Professor of Chemistry. Ph.D., Columbia University.
Miriam S. Grosz, Associate Professor of Mathematics Education; Chairman, Department of Mathematics and Science Education. Ph.D., Yeshiva University.

1481

1481

8

BERNARD REVEL GRADUATE SCHOOL

Bernard Revel Graduate School

Harry Fischel School for Higher Jewish Studies

Administration

FACULTY EXECUTIVE COMMITTEE

Sidney B. Hoenig, Ph.D.Chairman
 Leo Landman, Ph.D.Secretary
 Irving A. Agus, Ph.D.Member and Administrator, Harry Fischel School
 Meyer S. Feldblum, Ph.D.Member

Pearl KardonRecorder
 Jacob I. Dienstag, M.S. in Library ServiceLibrarian, Mendel Gottesman Library
 Larry S. Wachsman, M.S.Assistant Registrar

Faculty

Irving A. Agus, Professor of Jewish History. B.S., New York University; Ph.D., Dropsie University.
 Michael Bernstein, Associate Professor of Bible. B.A., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.
 Gershon A. Churgin, Professor of Hebrew Literature and Jewish Philosophy. B.A., M.A., Columbia University; Ph.D., Johns Hopkins University.
 Abraham G. Duker, Professor of History and Social Institutions. B.A., City College of New York; Ph.D., Columbia University.
 Shlomo Eidelberg, Professor of Jewish History. M.A., Hebrew University, Israel; D.H.L., Yeshiva University; Ph.D., Dropsie University.
 Meyer S. Feldblum, Associate Professor of Talmudic Literature. B.A., Ph.D., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.

22(2)

1482

April 29, 1974

Dr. Ira Belmont
33-60 21st Street
Long Island City, New York 11106

Dear Dr. Belmont:

It gives me pleasure to confirm Dean Mirsky's and Dean Gittler's recommendation for an appointment as Professor of Psychology at Yeshiva University. This appointment carries with it tenure and a salary of \$29,398.

I note with satisfaction that your duties will initially be at Stern College, where you will also serve as Chairman of The Departments of Psychology and Sociology, and at The Ferkauf Graduate School, where you will be associated with The Department of Educational Psychology. Your duties will initially be determined in conjunction with the deans of the above two schools, although it may prove to be advisable, in the future, to require your services at another division of the University instead of, or in addition to, those mentioned above.

I look forward to your association with the University for many productive years and wish you ever-increasing satisfaction from your work with colleagues and students at Yeshiva.

Sincerely yours,

Samuel Bolkin
President

cc: Dean J. B. Gittler
Dean D. Mirsky

bcc: Dr. J. Fishman
Dr. S. Socol

NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICIAL EXHIBIT NO. E-23
Disposition { Identified _____
Received _____
Rejected _____
In the matter of _____
Date _____ Witness _____ Reporter _____
No. Pages _____

1483

● COPY

May 1, 1969

Dr. Stanley A. Sawyer
Department of Mathematics
Brown University
Providence, Rhode Island 02912

Dear Dr. Sawyer:

It is with pleasure that I inform you of your appointment as Assistant Professor of Mathematics at the Belfer Graduate School of Science.. Your appointment is for a period of two years beginning September 1, 1969 and ending June 30, 1971. Your salary for the academic year 1969-70 will be \$14,000. You will have the privilege of supplementing your salary during the summer as provided for by grants.

From time to time you may be called upon to participate in the teaching program of Yeshiva College and to help inspire able undergraduate students to pursue careers in mathematics.

I know that you will be an inspiration to your colleagues and to the students with whom you will work.

Sincerely yours,

Samuel Belkin
President

NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICIAL EXHIBIT NO. E-25
Disposition { Identified ✓
Received _____
Rejected _____
In the matter of _____
Date 6/11/74 Witness _____ Reporter W
No. Pages _____

1484

FEB 7 1969

Copy

February 10, 1969

Mrs. Lucy Davidowicz
41-50 78th Street
Elmhurst, New York 11373

Dear Mrs. Davidowicz:

I am delighted indeed to appoint you to the faculty of Yeshiva University in the rank of associate professor for the 1969-70 academic year. The appointment is effective as of September 1, 1969. ~~Your appointment is effective as of September 1, 1969.~~
~~by _____~~ *Kross*

Your appointment will be at Stern College for Women and the Wurzweiler School of Social Work.

Dean Mirsky, Dean Telcher and I all join in welcoming you to Yeshiva University. We can assure you of an opportunity to enhance the fine contribution you have already made to the American Jewish community, and we look forward to receiving your acceptance of this appointment.

Sincerely yours,

Samuel Belkin
President

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. *E-26*

Disposition

Identified ☒

Received ☐

Rejected ☐

In the matter of *Ch. 15 V*

Date *2/15/69* Witness _____

Reporter *lv*

No. Pages

UNDERGRADUATE FACULTIES

Helmut E. Adler, Professor of Psychology. B.A., M.A., Ph.D., Columbia University. *Y. College*

Irving A. Agus, Professor of Jewish History. B.S., New York University; Ph.D., Dropsie University. *Y. College*

Yakir Aharonov*, Professor of Physics. B.S., Technion; Ph.D., Bristol University. *Belfer*

Murray Altman, Instructor in Biology. B.A., M.S., New York University. *Stern*

Gerson Appel, Professor of Jewish Philosophy. B.A., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary; Ph.D., Harvard University. *Stern*

Carl Auerbach, Assistant Professor of Psychology. B.A., Reed College; Ph.D., University of Pennsylvania. *Ferkau*

Isaac Bacon, Professor of Linguistics. Ph.D., Masaryk University. *Y. College*

Ralph E. Behrends, Professor of Physics. B.S., U.S. Naval Academy; M.A., Ph.D., University of California at Los Angeles. *Belfer*

~~Dora M. Bell, Professor Emerita of French. Diploma (Educ.), Sorbonne; Ph.D., Case Western Reserve University.~~

Charles A. Berger, Associate Professor of Mathematics. B.Eng., Ph.D., Cornell University. *Belfer*

Melvyn S. Berger, Associate Professor of Mathematics. B.A., University of Toronto; M.S., Ph.D., Yale University. *Belfer*

Abraham Berman, Instructor in Bible. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Stras*

Saul Berman, Assistant Professor of Judaic Studies. B.A., M.H.L., Yeshiva University; M.A., University of California at Berkeley; Ordination, Rabbi Isaac Elchanan Theological Seminary; J.D., New York University. *Stern*

~~Louis Bernstein, Instructor in Jewish Studies. Hebrew Teacher's Diploma, B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Samuel J. Bernstein, Associate Professor of Political Science. B.A., Brooklyn College; M.A., Ph.D., University of Pennsylvania. *Stern*

Morris J. Besdin, Instructor in Bible. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Stras*

Anthony S. Beukas, Instructor in Speech. B.A., University of Iowa; M.F.A., Yale University. *Y. College*

Ruth Bevan*, Assistant Professor of Political Science. B.A., Grinnell College; M.A., University of Massachusetts; Ph.D., New York University. *Y. College*

Isabella A. Bick, Assistant Professor of Sociology. B.A., Barnard College; M.A., Columbia University. *Stern*

~~Avigdor Bittmann, Instructor in Hebrew. B.A., Bar-Ilan University; M.A., Yeshiva University.~~

Samuel Blackman, Associate Professor of Chemistry. B.A., Cornell University; M.S., New York University; Ph.D., Polytechnic Institute of Brooklyn. *Y. College*

Benjamin Blech, Instructor in Talmud. B.A., Yeshiva University; M.A., Columbia University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Stras*

~~J. David Bleich, Assistant Professor of Philosophy. B.A., Brooklyn College; M.A., Columbia University.~~

~~Arash Bermenshinov, Visiting Assistant Professor of Russian. M.A., Ph.D., University of Pennsylvania.~~

~~Lucienne Geresse, Lecturer in French. B.A., Hunter College; M.Ph., Yale University.~~

Moshe Carmilly, Professor of Jewish Studies. Diploma, Jewish Theological Seminary, Budapest; Ph.D., Pázmány Péter University. *Michael*

Zevulun Charlop, Lecturer in History. B.A., Yeshiva University; M.A., Columbia University. *Ricks (affiliate)*

~~Charles B. Chavel, Visiting Professor of Bible. Ph.D., University of Chicago; LL.B., M.A., University of Louisville; Ordination, D.H.L., Hebrew Theological College; D.H. Litt. (Hon.), Yeshiva University.~~

Maurice E. Chernowitz, Professor of Fine Arts. B.A., City College of New York; M.A., Ph.D., Columbia University. *Y. College*

Gershon A. Churgin*, Professor of Hebrew. B.A., M.A., Columbia University; Ph.D., Johns Hopkins University. *Y. College*

Lewis A. Coburn, Professor of Mathematics. B.S., M.S., Ph.D., University of Michigan. *Belfer*

Paul Connolly, Assistant Professor of English. B.A., University of Toronto; M.A., Ph.D., University of Virginia. *Y. College*

Frederick Cooper, Assistant Professor of Physics. B.S., City College of New York; Ph.D., Harvard University. *Belfer*

Lucy S. Dawidowicz, Associate Professor of Social History. B.A., Hunter College; M.A., Columbia University. *Stern*

~~Cecily Dobin, Lecturer in Chemistry. B.S., City College of New York; M.S., Polytechnic Institute of Brooklyn.~~

Ida Dobkin, Instructor in Chemistry. B.A., Hunter College; M.S., New York University. *Y. College*

*On leave 1973-74

Hanoch Dubitsky, Instructor in Hebrew. B.A., Hebrew University. *Stern*

Joseph Dunner, David W. Petegorsky Professor of Political Science. M.A., Johann Wolfgang Goethe University; Ph.D., University of Basel. *y. College*

Leon Ehrenpreis, Professor of Mathematics. B.S., City College of New York; M.A., Ph.D., Columbia University. *Belfer*

Shlomo Eidelberg, Professor of Jewish History. M.A., Hebrew University; D.H.L., Yeshiva University; Ph.D., Dropsie University. *Stern*

Sasha England, Professor of Biochemistry. B.S., City College of New York; Ph.D., Case Western Reserve University. *Lincoln*

Baruch N. Faivelson, Instructor in Hebrew, Hebrew Teacher's Diploma, B.A., Yeshiva University; M.A., Columbia University; Ordination, Rabbinical College of Mir. *W. Teachers*

Jacob Feinstein, Associate Professor of Hebrew. B.A., D.H.L., Yeshiva University. *Stern*

Meyer S. Feldblum, Professor of Talmudic Literature. B.A., Ph.D., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Revel*

Louis H. Feldman, Professor of Classics. B.A., M.A., Trinity College; Ph.D., Harvard University. *y. College*

~~Yehudi M. Feiman, Visiting Assistant Professor of Hebrew. B.A., M.D., Yeshiva University; M.A., Columbia University.~~

David Finkelstein, Young Men's Philanthropic League Professor of Physics. B.S., City College of New York; Ph.D., Massachusetts Institute of Technology. *Belfer*

~~Barry I. Fireman, Visiting Assistant Professor of Biology. B.A., Temple University; M.S., Long Island University; Ph.D., Bowling Green State University.~~

Leopold Flatto, Professor of Mathematics. B.S., City College of New York; M.A., Johns Hopkins University; Ph.D., Massachusetts Institute of Technology. *Belfer*

David Fleisher, Abraham Wolk Family Professor of English. B.S., New York University; M.A., Ph.D., Harvard University. *y. College*

~~Eileen Fleming, Lecturer in Art. B.S., Hofstra University; M.A., Hunter College.~~

Grace L. Friedland, Professor of Biology. B.A., M.A., Ph.D., New York University. *Stern*

~~Meir Fuchs, Assistant Professor of Talmud. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Jonathan I. Ginsberg, Assistant Professor of Mathematics. B.A., M.A., Ph.D., Yeshiva University. *y. College*

Robert L. Goldberg, Assistant Professor of History. B.A., Harvard University; M.S., London School of Economics; Ph.D., Columbia University. *y. College*

June Golden, Instructor in Speech. B.A., Queens College; M.A., Columbia University. *Stern*

Doris S. Goldstein, Professor of History. B.A., Queens College; M.A., Smith College; Ph.D., Bryn Mawr College. *Stern*

Martin Goldstein, Professor of Chemistry. B.S., City College of New York; Ph.D., Columbia University. *Belfer*

Fred Goodman, Professor of Biology. B.A., M.A., Brooklyn College; Ph.D., Columbia University. *Stern*

Martin Gordon, Instructor in Judaic Studies. B.A., M.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Stern*

~~Morris Gorelik, Instructor in Talmud. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Jessica Grant, Instructor in Biology. B.A., Yeshiva University; M.A., Ph.D., New York University. *Stern*

Joseph Greenblum, Instructor in Sociology and Social Psychology. B.S.S., City College of New York; M.S., University of Wisconsin; M.P.H., Columbia University. *y. College*

Lawrence Grossman, Assistant Professor of History. B.A., M.H.L., Yeshiva University; M.A., Columbia University; Ph.D., City University of New York. *Stern*

Chaim B. Gulevsky, Instructor in Talmud. Ordination. *Michael*

Joan Haahr, Assistant Professor of English. B.A., Harpur College; M.A., Ph.D., Harvard University. *y. College*

~~Reginette Habouche, Visiting Lecturer in French and Spanish. B.A., Queens College; M.A., Ph.D., Johns Hopkins University.~~

~~Hannah Harris, Instructor in Education. B.S., M.A., New York University.~~

Laurel Hatvary, Instructor in English. B.A., M.A., New York University. *Stern*

Meir Havazelet, Professor of Bible. M.A., Hebrew University; D.H.L., Jewish Theological Seminary of America; Ph.D., Yeshiva University. *Stern*

Michael Hecht, Assistant Professor of Political Science. B.A., M.H.L., Yeshiva University; J.D., New York University.

Aaron Herschkowitz, Associate Professor of Psychology. B.A., Brooklyn College; M.A., New School for Social Research; Ph.D., University of Kansas. *Feerkau*

M. or Herskovics, Professor of Jewish Studies. M.A., Pázmány Péter

~~Jerry Hochbaum, Visiting Associate Professor of Sociology. B.A., Yeshiva University; M.A., Columbia University; Ph.D., New York University.~~

Elazar Hurvitz, Associate Professor of Bible. M.A., Ph.D., Yeshiva University. *Revel*

Arthur Hyman, University Professor of Philosophy. B.A., St. John's College; M.H.L., Jewish Theological Seminary of America; M.A., Ph.D., Harvard University. *Revel*

~~Sampson A. Isseroff, Instructor in Education. B.A., M.A., Columbia University; Ed.D., New York University.~~

David Kadosh, Assistant Professor of Jewish Philosophy. Ordination; Ph.D., Yeshiva University. *Michael*

Henri Kamri, Instructor in Hebraic Studies. M.S., Yeshiva University; Ordination, Yeshivat Hayishuv Hehadash, Israel. *Stern*

Michael Katz, Associate Professor of Bible. B.A., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Revel*

Laurel Keating, Assistant Professor of Speech. B.A., University of California at Los Angeles; M.A., Ph.D., Syracuse University. *Y. College*

~~Ervin Kedar, Visiting Professor of Jewish History. B.A., M.A., Ph.D., Hebrew University.~~

Nancy C. Knopka, Instructor in Spanish. B.A., Barnard College; M.A., Columbia University. *Stern*

Thomas Knudsen, Instructor in German. B.A., M.A., Columbia University. *Y. College*

Shelly P. Koenigsberg, Associate Professor of Education. B.A., Hunter College; M.A., Harvard University; Ed.D., Columbia University. *Stern*

Hadassah Kosak, Instructor in Hebrew. B.A., Hebrew University. *Stern*

Pauline Kra, Assistant Professor of French. B.A., Barnard College; M.A., Ph.D., Columbia University. *Y. College*

Anna F. Krakowski, Professor of French and Hebraic Studies. Doctorate, University of Paris. *Stern*

Aron Kreiser, Instructor in Talmud. Ordination. *Michael*

Simeon J. Krumbein, Associate Professor of Chemistry. B.S., Brooklyn College; Ph.D., New York University. *Stern*

Seymour Lainoff, Professor of English. B.A., Brooklyn College; M.A., Columbia University; Ph.D., New York University. *Y. College*

~~Norman Lamm, Erna and Jakob Michael Professor of Jewish Philosophy. B.A., Ph.D., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Leon F. Landovitz, Professor of Physics. B.A., Ph.D., Columbia University. *Belfer*

~~Sofie Laufer, Lecturer in German. B.A., M.A., Hunter College.~~

Shirley Lauro, Instructor in Speech. B.S., Northwestern University; M.S., University of Wisconsin. *Y. College*

Hayim Leaf, Professor of Hebrew. Hebrew Teacher's Diploma, B.A., D.H.L., Yeshiva University. *Revel*

Arnold Lebow, Associate Professor of Mathematics. B.S., M.A., Wayne State University; Ph.D., University of Michigan. *Belfer*

Joel L. Lebowitz, Professor of Physics. B.S., Brooklyn College; M.S., Ph.D., Syracuse University. *Belfer*

~~Harold Lefkowitz, Visiting Assistant Professor of Economics. B.A., Brooklyn College; M.B.A., New York University; C.P.A., New York State.~~

Esther M. Lentschner, Assistant Professor of Social Work. B.A., M.A., Radcliffe College; M.S.S.A., Case Western Reserve University. *Wern*

Joseph L. Lerner, Instructor in Talmud. Ordination. *Michael*

Aaron Levine, Assistant Professor of Economics. B.A., Brooklyn College; M.A., Ph.D., New York University. *Y. College*

Eli M. Levine, Professor of Chemistry. B.A., Yeshiva University; M.A., Columbia University; Ph.D., Polytechnic Institute of Brooklyn. *Y. College*

~~B. Barry Levy, Instructor in Bible. Hebrew Teacher's Diploma, B.R.E., B.A., M.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Edward Levy*, Assistant Professor of Music. B.A., City College of New York; M.F.A., Princeton University; Ed.D., Columbia University. *Y. College*

Ezra Levy, Associate Professor of Chemistry. M.S., Ph.D., Hebrew University. *Y. College*

~~Sidney Z. Lieberman, Instructor in Hebrew. Hebrew Teacher's Diploma, B.R.E., B.A., M.S., Ph.D., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

~~Jacob J. Lindenthal, Visiting Associate Professor of Sociology. B.H.L., B.A., M.A., Ph.D., Yeshiva University; M.A., Ph.D., Yale University.~~

Irving Linn, Professor of English. B.B.A., City College of New York; M.A., Ph.D., New York University. *Y. College*

Max Lipsicas, Professor of Chemistry. B.S., London University; Ph.D., University of British Columbia. *Belfer*

Henry Lisman, Professor of Mathematics. B.S., M.A., Ph.D., Boston University. *y. College*

~~Alexander Litman, Professor Emeritus of Philosophy. B.A., University of Minnesota; Ph.D., Columbia University.~~

~~Haskel Lookstein, Instructor in Bible. B.A., Columbia University; M.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Susan C. Maizel, Instructor in Sociology. B.A., Queens College; M.A., University of Pennsylvania. *y. College*

Albert Marrin, Assistant Professor of History. B.A., City College of New York; M.S., Yeshiva University; M.A., Ph.D., Columbia University. *y. College*

Alter B. Metzger, Associate Professor of Judaic Studies. B.A., M.S., Yeshiva University; M.A., Ed.D., Columbia University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Stern*

David Mirsky, Professor of English. B.A., Yeshiva University; M.A., Columbia University. *Stern*

~~Noehum Muschel, Instructor in Education. Hebrew Teacher's Certificate, Hebrew Teachers Seminary, Munich; B.A., University of Saratov.~~

~~Andre Neuschloss, Instructor in Jewish History. B.A., University of Manchester; Ph.D., Dropsie University.~~

Donald J. Newman, Professor of Mathematics. B.A., New York University; Ph.D., Harvard University. *Belfer*

Macy Nulman, Instructor in Jewish Music. B.A., Yeshiva University. *Cantorial Institute*

~~Pesach Oras, Assistant Professor of Bible. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

~~Walter Orenstein, Instructor in Jewish Studies. B.R.E., M.A., D.H.L., Yeshiva University; Ordination, Yavne Hebrew Theological Seminary.~~

~~Echel Orlan, Lecturer in Chemistry. B.A., Yeshiva University.~~

J. Mitchell Orlan*, Assistant Professor of Bible. B.R.E., B.A., M.S., Ph.D., Yeshiva University; Ordination, Hebron Yeshiva, Israel. *Michael*

~~P. S. Paretsky, Instructor in Hebrew. M.A., Columbia University; Ordination, Rabbi Isaac Elchanan Theological Seminary; J.D., Fordham University. *R. Iets (Affiliate)*~~

Marcel I. Periman, Associate Professor of Psychology. B.A., M.S., Ph.D., Yeshiva University. *Stern*

Sidney Pleskin, Professor of Education. B.A., Yeshiva University; M.A., Ed.D., Columbia University. *y. College*

~~Allen Pollock, Visiting Assistant Professor of History. B.A., Columbia University; M.A., University of Stockholm.~~

Perez Posen, Assistant Professor of Physics. B.A.Sc., University of Toronto; M.A., New York University. *y. College*

Robert B. Putz, Jekuthiel Ginsburg Instructor in Mathematics. B.A., Brooklyn College; Ph.D., Washington University. *Belfer*

Jacob M. Rabinowitz, Associate Professor of Talmud. B.A., Yeshiva University; M.S., Polytechnic Institute of Brooklyn; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Michael*

Paul M. Raccah, Associate Professor of Physics. National Engineering Degree, University of Lyon; Ph.D., University of Rennes. *Belfer*

Moshe A. Reguer, Associate Professor of Jewish Studies. Hebrew Teacher's Diploma, B.A., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *y. College*

~~Zvi Reich, Instructor in Education. M.S.W., Yeshiva University.~~

~~Philip Reis, Instructor in Talmud. B.A., City College of New York; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Nathaniel L. Remes, Associate Professor of Chemistry. B.A., Amherst College; M.A., Ph.D., University of Connecticut. *Stern*

~~Steven Riskin, Assistant Professor of Talmud. B.A., M.H.L., M.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Ellen Robinson, Associate Professor of Psychology. B.A., M.A., Brooklyn College; Ph.D., Northwestern University. *Stern*

Noah H. Rosenbloom, Professor of Hebrew Studies. B.R.E., D.H.L., Yeshiva University; M.A., Columbia University; Ordination, Rabbi Isaac Elchanan Theological Seminary; Ph.D., New York University. *Stern*

~~Eli Rosenmund, Instructor in Hebrew. B.A., Berlin University; Ordination, Rabbinical College of Lublin.~~

Betty Rosoff, Associate Professor of Biology. B.A., M.A., Hunter College; Ph.D., City University of New York. *Stern*

~~Sol Roth, Visiting Assistant Professor of Philosophy. B.A., Yeshiva University; M.A., Ph.D., Columbia University.~~

Yitzchak Sabban, Instructor in Hebrew. M.A., Hebrew University. *Michael*

~~Eliyahu Selman, Instructor in Judaic Studies. B.A., M.S., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

~~Ellen Selman, Assistant Professor of Health Education. B.A., Yeshiva University; B.A., New York University; M.D., Creighton University.~~

San Sardy, Assistant Professor of Education. B.A., Brooklyn College; M.S., Ed.D., Yeshiva University. *Stern*

Stanley A. Sawyer, Associate Professor of Mathematics. B.S., Ph.D., California Institute of Technology. *Belfer*

~~Meleah Schachter, Visiting Associate Professor of Judaic Studies. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary; Ph.D., Dropsie University.~~

~~Mordche Schachter*, Visiting Assistant Professor of Yiddish. B.A., University of Bucharest; Ph.D., University of Vienna.~~

~~Marvin Schneidman, Instructor in Bible. B.A., M.R.E., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Samuel Schneider, Instructor in Hebrew. B.A., Hebrew University; M.A., Yeshiva University. *Y. College*

~~Felician Schonfeld, Lecturer in Judaic Studies. B.A., University of London; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Peninnah Schram, Instructor in Speech. B.A., University of Connecticut; M.A., Columbia University. *Stern*

~~Abraham Shkop, Instructor in Bible. Ordination, Rabbinical College of Grodno.~~

Doris Shores, Assistant Professor of English. B.A., Ph.D., New York University; M.A., Columbia University. *Stern*

~~Aaron Shurin, Lecturer in Hebrew. Ordination.~~

Asher Siev, Professor of Hebrew. Hebrew Teacher's Diploma, B.A., M.H.L., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Y. College*

~~Sherman D. Seltz, Assistant Professor of Talmud. B.A., M.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Carol Silver, Assistant Professor of English. B.A., Alfred University; M.A., University of Michigan; Ph.D., Columbia University. *Stern*

Morris Silverman, Professor of History. B.R.E., B.A., M.S., Yeshiva University; M.A., Brooklyn College. *Y. College*

~~Ernest Simon*, Associate Professor of French. B.A., M.A., Ph.D., Columbia University.~~

Constance Skor, Instructor in Education. B.A., New York University; M.S., Yeshiva University. *Stern*

~~Harvey I. Sober, Instructor in Hebrew. B.A., M.A., Hunter College.~~

~~Moshe Sokolow, Instructor in Hebraic Studies. B.A., M.A., Yeshiva University.~~

William Spindel, Professor of Chemistry. B.A., Brooklyn College; M.A., Ph.D., Columbia University. *Belfer*

Abraham Stern, Associate Professor of Education. Hebrew Teacher's Diploma, B.A., M.S., Yeshiva University; Ph.D., New York University. *Michael*

~~Marvin J. Stern, Professor of Chemistry. B.S., Columbia University; M.S., Ph.D., Rutgers University.~~

Rudolf Stern, Instructor in Biology. B.S., University of Vienna Medical School. *Y. College*

Manny Sternlicht*, Professor of Psychology. B.A., M.A., City College of New York; Ph.D., Yeshiva University. *Y. College*

~~Isaac Suss, Instructor in Bible. Hebrew Teacher's Diploma, B.R.E., B.A., D.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Abraham Tauber, Professor of Speech. B.S.S., City College of New York; M.A., Ph.D., Columbia University. *Y. College*

~~Arthur D. Tauber, Visiting Assistant Professor of Health Education. B.A., M.A., New York University.~~

Leo Taubes, Instructor in English. B.A., Yeshiva University; M.A., Columbia University. *Y. College*

Moses D. Tendler, Professor of Biology. B.A., M.A., New York University; Ph.D., Columbia University. *Y. College*

Rafael Victor, Instructor in Mathematics. B.S., City College of New York; M.S., New York University. *Stern*

Dan Vogel*, Professor of English. B.A., Brooklyn College; M.A., Rutgers University; Ph.D., New York University. *Stern*

Jonathan M. Wachtel, Assistant Professor of Physics. B.S., Massachusetts Institute of Technology; M.S., Ph.D., Yale University. *Belfer*

Manfred Weidhorn, Professor of English. B.A., Ph.D., Columbia University; M.A., University of Wisconsin. *Y. College*

~~Abraham Weiss, Instructor in Judaic Studies. B.A., M.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Mordecai I. Willig, Instructor in Talmud. B.A., M.H.L., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary. *Ricks*

~~Rachel Wischnitzer, Professor Emeritus of Art. Diploma, Ecole Speciale d'Architecture, Paris; M.A., New York University.~~

Saul Wischnitzer, Professor of Biology. B.A., Yeshiva University; M.S., Ph.D., University of Notre Dame. *Y. College*

~~Israel Wohlgeleuter, Assistant Professor of Talmud. B.A., Yeshiva University; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

Pinchas Wollman-Tsamir, Instructor in Hebrew. Cand. Phil., Goethe University. *Michael*

Arthur E. Woodruff, Associate Professor of Science Education. B.S., M.S., Yale University; Ph.D., University of Rochester. *Belfer*

~~Walter S. Wurzbarger, Visiting Associate Professor of Philosophy. B.A., Yeshiva University; M.A., Ph.D., Harvard University.~~

~~Abraham Zimels, Visiting Assistant Professor of Bible. Hebrew Teacher's Diploma, B.R.E., M.A., Ph.D., Yeshiva University; B.S., City College of New York; Ordination, Rabbi Isaac Elchanan Theological Seminary.~~

~~Judah Zwick, Instructor in Bible. Ordination, Yeshiva of Hebron, Israel.~~

OTHER ADMINISTRATORS

Joshua Cheifetz, M.S.S. . . . Director, Residence Halls, Main Center
Dorothy R. Colodner, M.S. . . . Assistant Registrar, Midtown Center
Linda A. Deroan, B.A. . . . Assistant to the Director of Admissions
Meyer H. Edelstein, M.H.L. . . . Senior Assistant Registrar
Herbert Falk, B.A. . . . Director of Publicity
Samuel J. Gayer, B.A. . . . Assistant to the Director of Admissions
Phyllis Gordon, B.A. . . . Assistant to the Director
of Public Relations

Reuben Heister, B.A. . . . Director, Production Services
Alexander Hoffer, M.D. . . . Consultant Psychiatrist
Bert Jacobson, B.A. . . . Director, Graphic Arts Office
Edith Lubetsky, M.A. . . . Librarian, Midtown Center Library
Miriam R. Mostow . . . Recorder, Midtown Center
Vivian Owgang . . . Administrative Assistant, Student Affairs
Theodore Redlich, B.A. . . . Editor (Catalogs), Graphic Arts Office
Eli Sar, M.D. . . . Director, Medical Office
Helene Siegel, B.A. . . . Assistant to the Director
of the Graphic Arts Office

Norman B. Twersky, M.A. . . . Associate Director of Student Finances
David Weinhouse . . . University Photographer

Yeshiva College

Saul Wischnitzer, Ph.D. . . . Assistant Dean and Adviser to
Pre-Medical and Pre-Dental Students
Michael Hecht, J.D. . . . Adviser to Pre-Law Students
Perez Posen, M.A. . . . Adviser to Pre-Engineering Students
Louis H. Feldman, Ph.D. . . . Director of Examinations
Paul Connolly, Ph.D. . . . Executive Secretary, Scholastic
Standing Committee
Jay Marcus, M.A. . . . Director of Guidance and
Career Counseling
M. M. Brayer, Ph.D. . . . Consultant Psychologist
Bernard Sarachek . . . Director of Athletics
Neil Ellman, B.A. . . . Wrestling Coach
Jonathan Halpert, M.A. . . . Basketball Coach
Arthur D. Tauber, B.A. . . . Fencing Coach
Leonard Brandwein, B.S. . . . Electronics Laboratory Technician
Joseph Levovitz . . . In Charge of Chemistry Laboratory
Alice Epstein . . . Administrative Secretary to the Dean

Erna Michael College

J. Mitchell Orlian, Ph.D. . . . Director of Examinations
Mayer Herskovics, D.H.L. . . . Guidance Counselor
Pesach Oratz, B.A. . . . Guidance Counselor
Sarah M. Bass . . . Administrative Secretary

James Striar School

Frances Streich . . . Administrative Secretary

Yeshiva Program

Moses L. Solow, B.A. . . . Assistant to the Director
Molly Sheinman . . . Executive Secretary

Stern College

Esther Reich, M.S. . . . Assistant to the Dean
Simeon J. Krumbein, Ph.D. . . . Director of Examinations
Shellee Berman, M.S.W. . . . Guidance Counselor
Shirley Shimoff, B.A. . . . Student Services Counselor
Louis Finkelman, B.A. . . . Acting Director, Residence Hall
Esther S. Zuroff, B.A. . . . Placement Coordinator
Ida Malamud, M.L.S. . . . Assistant Librarian
Libby Neiman, M.L.S. . . . Assistant Librarian
James Martin . . . Laboratory Assistant
Livia Turkel . . . Secretary

Teachers Institute

Esther Rubin . . . Secretary

NOTE: The above is an abbreviated listing of those administrators that undergraduates consult most frequently

1491

Faculty Handbook

NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICE OF THE CHAIRMAN

In the matter of Yeshiva
File No. 607 Reporter
0. Pages

University Organization . . . Faculty Appointments . . . Maxi-
 mum Loads Policy . . . Promotions . . . Statement of Tenure
 Policy . . . Sabbatical Leave Policy . . . Faculty Benefits . . .
 Use of the University Name . . . Conflict of Interest . . . State-
 ment of Patent Policy . . . Statement of Patent Policy (AECOM)
 . . . Standard Faculty Research Agreement . . . University Or-
 ganization . . . Faculty Appointments . . . Maximum Loads
 Policy . . . Promotions . . . Statement of Tenure Policy . . .
 Sabbatical Leave Policy . . . Faculty Benefits . . . Use of the
 University Name . . . Conflict of Interest . . . Statement of
 Patent Policy (AECOM) . . . University Organ-
 ization . . . Faculty Appointments . . . Maximum Loads Policy
 . . . Promotions . . . Statement of Tenure Policy . . .
 Sabbatical Leave Policy . . . Faculty Benefits . . . Use of the
 University Name . . . Conflict of Interest . . . Statement of
 Patent Policy (AECOM) . . . Standard Faculty
 Research Agreement . . . University Organization . . . Faculty
 Appointments . . . Maximum Loads Policy . . . Promotions . . .
 Statement of Tenure Policy . . . Sabbatical Leave Policy . . .
 Faculty Benefits . . . Use of the University Name . . . Conflict
 of Interest . . . Statement of Patent Policy . . . Statement of
 Patent Policy (AECOM) . . . Standard Faculty Research Agree-
 ment . . . University Organization . . . Faculty Appointments
 . . . Maximum Loads Policy . . . Promotions . . . Statement of
 Tenure Policy . . . Sabbatical Leave Policy . . . Faculty Bene-
 fits . . . Use of the University Name . . . Conflict of Interest



1492

(Publ. 9/1/67)

PROMOTIONS

Academic ranks for faculty at the University are:

Instructor
Assistant Professor
Associate Professor
Professor

University Policy Governing Promotion of Faculty (Announced June 22, 1962)

1. Each degree-granting school of the University shall draw up in writing its requirements for promotion.
2. Each school shall invite faculty participation in the formulation and in the continual reevaluation of these rules.
3. These rules shall be circulated among all members of the faculty and shall be deposited with the University Faculty Review Committee and with appropriate agencies of the University administration.
4. Requirements for promotion shall be based on quality of service and achievement. Length of service in any particular rank need not be made a prerequisite of promotion to the rank above, but it is not inconsistent with this rule for schools which deem it desirable to do so to establish guidelines of normal expectancy with regard to length of service in particular ranks.
5. Promotion shall ordinarily carry with it a commensurate increase in salary.
6. Any faculty member who has remained at the rank of instructor, assistant professor, or associate professor for ten years without promotion to the next rank shall have his status automatically reviewed by the University Faculty Review Committee, which shall have the power to recommend promotion directly to the President in those cases where after consultation with the dean it shall deem promotion justified in terms of the formulated requirements of the school concerned. Should the committee decide not to recommend promotion, it may at its discretion agree to review the case after an additional specified period if promotion has not in the meantime

1493

YESHIVA UNIVERSITY
AMSTERDAM AVENUE & 186TH STREET
NEW YORK, N. Y. 10033

OFFICE OF THE PRESIDENT

I am happy to extend my warmest greetings to each member of the University faculty.

The Faculty Handbook is intended to bring you greater understanding of present University policy in a number of vital areas. Amendments and additions will be made by the Board of Trustees as they become necessary.

You are invited to participate in the determination of policy through the interdivisional councils. Please be assured that your interest and suggestions are always welcome.

I am confident that you will find Yeshiva University a stimulating place for teaching and for conducting research that will result in significant contributions to your field and to the advancement of higher education.

Sincerely yours,

Samuel Belkin

Samuel Belkin
President

CO

1494

00

CONTENTS

University Organization	5
Faculty Appointments	6
Maximum Loads Policy	7
Promotions	8
Statement of Tenure Policy	9
Sabbatical Leave Policy	12
Faculty Benefits	13
Use of the University Name	15
Conflict of Interest	16
Statement of Patent Policy	20
Statement of Patent Policy (AECOM)	21
Standard Faculty Research Agreement	22

1495

YESHIVA UNIVERSITY SCHOOLS AND DIVISIONS

**Undergraduate Schools
for Men**

YESHIVA COLLEGE

Main Center

Amsterdam Avenue and 186th Street, New York, N.Y. 10033
(212) 568-8400

First liberal arts college under Jewish auspices; grants Bachelor of Arts and Bachelor of Science degrees.

ERNA MICHAEL COLLEGE OF HEBRAIC STUDIES

Main Center

Trains Hebrew teachers and administrators; awards Hebrew Teacher's Diploma and Bachelor of Religious Education, Bachelor of Hebrew Literature, and Bachelor of Arts degrees.

JAMES STRIAR SCHOOL OF GENERAL JEWISH STUDIES

Main Center

Offers a special program of Jewish studies for those with limited Hebraic background; students may apply credits toward their bachelor's degrees; grants Associate in Arts degree.

**Undergraduate Schools
for Women**

STERN COLLEGE FOR WOMEN

Midtown Center

253 Lexington Avenue, New York, N.Y. 10016
(212) 685-0150

The nation's only liberal arts college for women under Jewish auspices; awards Bachelor of Arts, Bachelor of Religious Education, and Bachelor of Hebrew Literature degrees.

TEACHERS INSTITUTE FOR WOMEN

Midtown Center

Trains Hebrew teachers; awards Hebrew Teacher's Diploma and Bachelor of Religious Education and Bachelor of Hebrew Literature degrees.

CO 1496 00

**Graduate and
Professional Schools**

BERNARD REVEL GRADUATE SCHOOL

Main Center

Offers graduate work in Jewish and Semitic studies; confers Master of Hebrew Literature, Master of Arts, Doctor of Hebrew Literature, and Doctor of Philosophy degrees.

HARRY FISCHER SCHOOL FOR HIGHER JEWISH STUDIES

Main Center

Offers summer courses in Jewish and Semitic studies; awards Master of Hebrew Literature, Master of Arts, Doctor of Hebrew Literature, and Doctor of Philosophy degrees.

ALBERT EINSTEIN COLLEGE OF MEDICINE

Bronx Center

Eastchester Road and Morris Park Avenue, Bronx, N.Y. 10461

(212) 430-2000

The first medical college in the United States under Jewish sponsorship; awards Doctor of Medicine degree.

**SUE GOLDING GRADUATE DIVISION OF
MEDICAL SCIENCES**

Bronx Center

Offers advanced study in anatomy, biochemistry, cell biology, genetics, microbiology, immunology, molecular biology, pathology, pharmacology, and physiology; awards Doctor of Philosophy degree.

WURZWEILER SCHOOL OF SOCIAL WORK

Graduate Center

55 Fifth Avenue, New York, N.Y. 10003

(212) 255-5600

Offers graduate programs in social group work and social casework; grants Master of Social Work degree.

**FERKAUF GRADUATE SCHOOL OF HUMANITIES
AND SOCIAL SCIENCES**

Graduate Center

Offers programs in elementary and secondary education (including English and social studies teaching); administration; psychology (clinical, educational, experimental, school, social); religious education; guidance; special education; language and behavior; grants Master of Religious Education, Master of Science, Master of Arts, Specialist's Certificate, Doctor of Education, and Doctor of Philosophy degrees.

BELFER GRADUATE SCHOOL OF SCIENCE

Main Center

Offers programs in mathematics, physics, chemistry, and mathematics and science education; awards Master of Science, Master of Arts, and Doctor of Philosophy degrees.

CC

1497

00

**Yeshiva University
Libraries**

MENDEL GOTTESMAN LIBRARY
(Hebraica, Judaica, Semitics, Mediterranean studies)
Amsterdam Avenue and 186th Street, New York, N.Y. 10033

GRADUATE CENTER LIBRARY
55 Fifth Avenue, New York, N.Y. 10003

D. SAMUEL GOTTESMAN LIBRARY
Albert Einstein College of Medicine
Eastchester Road and Morris Park Avenue, Bronx, N.Y. 10461

POLLACK LIBRARY
2475 Amsterdam Avenue, New York, N.Y. 10033

BELFER GRADUATE SCHOOL OF SCIENCE LIBRARY
601 West 183rd Street, New York, N.Y. 10033

SIEGFRIED STERN LIBRARY
Stern College for Women
253 Lexington Avenue, New York, N.Y. 10016

CC

1498

00

(Publ. 9/1/67)

UNIVERSITY ORGANIZATION

The governing body of the University is the Board of Trustees. The chief academic, administrative, and executive officer is the President of Yeshiva University, who is also a member of the Board of Trustees, and other boards created by the Board of Trustees to aid specific divisions in the attainment of their goals. (At present one such board exists — the Board of Overseers of Albert Einstein College of Medicine.)

The Executive Council

The Executive Council of the University is a body appointed by the President, currently including the vice presidents of the University, deans of degree-granting schools and colleges, the Assistant to the President, the Dean of Admissions, the Director of the University Libraries, and the Dean of Undergraduate Students. Its function is to deal with University-wide policies and procedures, matters that affect the University as a whole, or two or more divisions, and such other University matters as the President may assign to it.

There are two Academic Councils of the University — one for graduate schools, the other for undergraduate schools.

The Council of Graduate Schools

The Council of Graduate Schools includes Albert Einstein College of Medicine, Belfer Graduate School of Science, Bernard Revel Graduate School, Ferkau Graduate School of Humanities and Social Sciences, and Wurzweiler School of Social Work.

The Council of Undergraduate Schools

The Council of Undergraduate Schools includes Yeshiva College, Stern College for Women, Erna Michael College of Hebraic Studies, and Teachers Institute for Women.

The charges of these councils are, on their respective levels, the initiation of programs among the various divisions to develop a feeling of University fellowship; achievement of academic excellence; coordination and cooperation among the divisions. Membership of the councils consists of two elected faculty representatives from each school, and the deans as ex-officio with voting authority.

00 1499 00 (Publ. 9/1/67)

**FACULTY
APPOINTMENTS**

Faculty appointments are made by the President, on recommendation of the dean or director of the particular school. While there may be "university appointments" making the talents of the individual available to more than one school, a faculty member is appointed to one school, and here he will be expected to fulfill his service on faculty committees and other such normal faculty obligations. Generally the letter of appointment states rank, salary, and general duties. It will also specify the length of time of the appointment: nine months, twelve months, or longer, as has been agreed upon. A nine-month appointment begins generally with orientation week in September and ends with Commencement in June.

Faculty reappointments are annual unless otherwise specified, until tenure is achieved.

Faculty salaries are ordinarily paid in equal installments, beginning October 1, as follows:

Nine-month appointment (September-June)	- 10 installments
Twelve-month, or longer	- 12 installments

One salary check will include regular earnings and extra earnings for additional teaching in other divisions, or other duties as agreed upon.

1500

(Publ. 9/1/67)

**UNIVERSITY
POLICY REGARDING
MAXIMUM LOADS**
(Announced April 26, 1966)

- A. The University has the right to expect that its full-time faculty members will devote themselves full-time to the service of the University.
- B. Each school within the University will establish for its faculty regulations defining full-time faculty load in consonance with its needs and programs.
- C. Each school may devise regulations which will permit full-time faculty members to accept work beyond the full-time load.

1. ASSIGNMENTS WITHIN THE UNIVERSITY

When work beyond the normal load is under consideration, preference will be given, in consonance with the policy stated in paragraph A above, to additional assignments in other schools of the University. Any such arrangement shall be made with the consent of the faculty member and advance approval of the deans of both schools.

2. COMMITMENTS OUTSIDE THE UNIVERSITY

A full-time faculty member may not accept employment outside of the University without advance written approval of the Dean. In general, approval will not be given

- a. if the additional work is not related to the faculty member's professional skills within his area of specialization;
- b. if, in the case of outside teaching employment, his total outside teaching assignment exceeds one-half of that established as a full teaching load in his school.
- c. if, in the case of nonteaching employment, the additional work requires more than the equivalent of one day a week.

STATEMENT OF TENURE AND APPOINTMENT POLICY*

(Announced October 1, 1962,
Superseded January 14, 1974)

I. Preliminary Statement

These regulations which establish the Tenure and Appointment Policy for Yeshiva University were approved by the Board of Trustees on January 14, 1974, and may be amended from time to time by the Board of Trustees. These regulations may be reviewed from time to time by the faculties of the University, and any suggested amendments shall be submitted to the University's Executive Council for its recommendations and transmittal to the President and the Board of Trustees for such action as they deem advisable. All such amendments shall be set forth in the Faculty Handbook and shall contain the effective date thereof.

II. Eligibility For Tenure

1. Faculty members eligible for tenure are full-time appointees with academic rank of Professor, Associate Professor or Assistant Professor.
2. Faculty members who receive full-time academic appointment with such rank from the Board of Trustees through the President shall have served a period of seven years, inclusive of credit allowed for prior full-time service in this or other comparable institutions of higher learning, prior to becoming eligible for acquisition of tenure.
3. Appointment of such faculty member to an eighth year shall carry with it tenured status except as otherwise herein provided in this Article II, subdivision 5 hereof. A faculty member having tenured status shall then be subject to removal from his position, prior to retirement, only as hereinafter provided in Article IV hereof.
4. Professors, Associate Professors and Assistant Professors may be given credit at the discretion of the University for prior continuous full-time service in such ranks in this or other comparable institutions of higher learning. Faculty members appointed to the ranks of Professor and Associate Professor may have credit allowed up to five years for full-time service in this or other comparable institutions of higher learning; faculty members appointed to the rank of Assistant Professor may have credit allowed up to four years for full-time service in this or other comparable institutions of higher learning, provided, however, that the allowable credit for service in ranks below Assistant Professor may be no more than two years for full-time service in this or other comparable institutions of higher learning. Requests for credit toward tenure for prior continuous full-time service in comparable institutions of higher learning shall be submitted to the Dean during the initial year of the faculty member's full-time appointment or within six months of the ap-

*Not applicable to the Albert Einstein College of Medicine of Yeshiva University, for which other provisions governing tenure and appointment have been promulgated.

proval of these regulations by the Board of Trustees. The Dean will submit this request with his recommendation to the President, who shall make the final determination.

5. The following categories are not eligible for tenure:

- (a) A faculty member holding a part-time appointment; all appointments unless specified as full-time in the letter of appointment shall be deemed part-time;
- (b) A faculty member whose title is other than Professor, Associate Professor or Assistant Professor (such as Research Professor, Adjunct Professor, Visiting Professor, etc.);
- (c) A faculty member whose initial and subsequent appointment is subject to special funding derived in the main from non-University funds, or whose initial and subsequent appointment is in connection with special projects.

6. Leaves of absence, other than the privilege of a sabbatical leave, shall not contribute allowable credit toward tenure unless otherwise provided in the letter granting such leave of absence.

7. A full-time faculty member, as a condition of accruing credits toward or maintaining tenured status, shall devote his full time to the University, and shall accept no other employment, except where provisions in writing are made to the contrary by the President, and his activities shall be consistent with the professional growth which is expected of and demanded from a faculty member.

8. A faculty member may terminate his appointment effective at the end of an academic year, provided that he gives notice in writing at the earliest possible opportunity but not later than May 15, or 30 days after receiving notification of the terms of his appointment for the coming year, whichever date occurs later. The faculty member properly may request a waiver of this requirement of notice in case of hardship or in a situation where he would otherwise be denied substantial professional advancement or other opportunity.

9. The President, acting for and on behalf of the Board of Trustees, may grant tenured status at any time by letter signed by him.

1503 00

III. Appointment and
Termination of Full-time
Non-Tenured Faculty

1. Appointment of a full-time faculty member shall be made for a definite term in writing. A person who has served for less than one academic year shall require no notice in advance of the termination date and non-renewal of his appointment; a person who has served one year but less than two academic years shall be notified in writing at least three months in advance of the termination date and non-renewal of his appointment; a person who has served two years or more shall be notified in writing not later than one month after the beginning of instruction of the academic or teaching year of the termination date and non-renewal of his appointment. In those cases where the letter of appointment or reappointment fixes a definite date of commencement and termination, no further notice of termination shall be required.
2. No reason need be given by the University for termination of appointment at the end of the term thereof of a non-tenured faculty member.
3. The appointment of a faculty member whose initial and any subsequent appointment is subject to special funding, or whose initial and any subsequent appointment is in connection with a special project, shall expire upon cessation of such fundings or upon completion of the project, and no notice shall be required.
4. Non-tenured faculty may be discharged for cause at any time before the expiration of their appointment, subject to the hearing procedures described in Article IV.
5. In the event that termination of tenured faculty for financial exigency or departmental reorganization becomes mandatory, a non-tenured member of the faculty may be terminated by the University at any time during the period of his appointment or at the end of such appointment.

IV. Termination of
Tenured Faculty

1. A tenured faculty member shall not be removed except upon written charges for cause. Dismissal for cause shall include incompetency, immoral character or conduct unbecoming a teacher, inefficiency, physical or mental disability or neglect of duty, and personal conduct which impairs the individual's fulfillment of his institutional responsibilities. The burden of proof in establishing cause for dismissal rests upon the University.
2. When the Dean has information or receives a complaint against a faculty member containing allegations which, if true, might serve as grounds for dismissal for cause, and he deems such information or complaint to be substantial, he may discuss such complaint with the person concerned and shall make such further investigation as he deems appropriate. Should the Dean determine that charges should be brought against such person he shall forward such information to the President, together with his recommendations. Should the President determine, after making such further investigation as he deems appropriate, that further action is warranted, he shall cause to be served upon the faculty member concerned a written statement of the charges against him.

3. Final action shall not be taken on such charges until after the expiration of fifteen days from the date of service of such notice of charges upon the faculty member charged, during which time he may make a written request to the President for a hearing. At the option of the faculty member charged, such hearing shall be held before a faculty review committee appointed by the President for that purpose or before the University Faculty Review Committee. Such faculty member shall have the opportunity to be heard in his own defense. He shall be permitted to have with him an adviser of his own choosing or an attorney who may act as counsel. The committee shall adopt its own rules and procedures for the conduct of the hearing, and, in consultation with the President and the faculty member, shall exercise its judgment as to whether the hearing shall be public or private. The testimony of witnesses and other evidence concerning the matters set forth in the charges shall be presented by the University's Counsel and shall be received by the committee. The faculty member shall be entitled to present witnesses in his own behalf, and confront and question witnesses adverse to him. The hearing committee shall not be bound by strict rules of legal evidence and may admit any evidence which is of a probative value in determining the issues involved. All evidence shall be duly recorded and a copy of the transcript of the record of the hearing shall be made available to the parties concerned.
4. The recommendation of the hearing committee shall be based on its findings relative to the written charges and forwarded to the President for final action.
5. In the interval between the making of charges against a faculty member and final determination by the President, the faculty member may be suspended by the President.

**V. Termination of
Tenured Faculty for
Financial Exigency or
Departmental Reorganization**

1. Termination of a tenured appointment because of financial exigency shall be substantiated. When the President anticipates that such action may be necessary, he shall confer with the Dean and the Welfare Committee, if any, of the school involved concerning the policy to be followed in the reduction of staff before such action is taken. The name of the faculty member separated from the University by reason thereof shall be placed on a preferred eligibility list reserved for such cases and for a period of two years thereafter no discontinued tenure position in the subject matter in his Department shall be filled before the option of filling it at his former rank shall have been first offered to the faculty member thus separated.

2. In the event of department or program reorganization permanently eliminating the position held by the faculty member, the following procedures shall apply: non-tenured personnel of such department shall be separated from the University before any tenured position shall be affected; tenured faculty members shall be separated in inverse order of their rank; in the event of such departmental reorganization, a tenured faculty member shall be first reassigned to new duties if practicable, in the opinion of the President.
3. A tenured faculty member who suffers a non-discriminatory discontinuance of his tenured position shall be considered to be on leave with pay for one year from termination of the position and without pay for one additional year.

VI. Retirement

1. The statutory retirement age is 65. If the 65th birthday falls between February 1 and August 31, the Spring term is the last term of service. If it falls between September 1 and January 31, the Fall term is the last term of service. With the approval of the President, the Dean may postpone retirement to the end of that academic year. The President may, under special circumstances, and in his discretion, appoint a retired member of the University to continue in service on an annual basis or on a semester basis but not beyond the semester in which his 68th birthday falls. The terms and conditions of such an appointment shall be clearly stated in writing.

**SABBATICAL
LEAVE POLICY**

(Announced March 15, 1965)

Purpose

The primary purpose of the sabbatical leave is to provide an opportunity for faculty members to engage in such scholarly, creative, professional, research, or academic activities as will enhance the faculty member's further service to the University.

Eligibility

Sabbatical leave is to be granted as an earned privilege, not as an automatic right. The privilege of sabbatical leave is available to all full-time members of the faculty in every seventh year of continuous full-time service.

In instances where sabbatical leave has been postponed, at least five years of academic service must separate successive leaves, except in those instances where the postponement was at the option or convenience of the University.

After twelve years of continuous service without a sabbatical leave, a faculty member may arrange in special instances to receive two successive periods of sabbatical leave. The maximum salary to be received from the University during these two periods will be the equivalent of one year's salary.

**Period of Leave
and Salary**

Sabbatical leave may be granted for one-half year at full salary or one year at half-salary.

Restrictions

Normally, the period of sabbatical leave should not be used to accept routine responsibilities elsewhere. Compensation shall not be paid in lieu of taking a sabbatical leave.

Procedure

A detailed plan for use of the sabbatical leave shall be submitted by January 1 preceding the academic year in which the sabbatical leave is to commence. Approval for the leave must be granted by the department head or division chairman, the dean and the President, taking into account the personnel needs of the University and budgetary considerations.

Obligation to Return

In order to fulfill the purpose of sabbatical leave, it is expected that the recipient will continue his service at the University following the completion of sabbatical leave.

Report

Within three months after return to the University, the recipient of sabbatical leave will present to the dean for submission to the President a written report describing his activities during the sabbatical leave.

FACULTY BENEFITS**Social Security**

It is compulsory for all employees of the University to be covered under Social Security provisions: Federal Old Age, Survivors, Disability, and Hospital Insurance.

Medical Insurance

Medical insurance is available to all employees through the Health Insurance Plan (HIP). The cost of practically all medical care by family doctors and specialists in medical groups affiliated with HIP is fully covered. HIP provides this service to persons living in the five boroughs of New York City and certain areas in Nassau, Suffolk, and Westchester counties. HIP offers a limited cash indemnity coverage for persons living outside these areas. Faculty members are eligible immediately on employment and no medical examination is required during the first month of eligibility. The monthly rates are \$2.25 for an individual, \$4.50 for a couple, and \$6.75 for a family of three or more. In addition to the employee's contribution, to cover the premium, the University contributes an equal amount.

Hospital-Surgical Insurance

Hospitalization insurance is available to all employees immediately on employment through the Associate Hospital Service (Blue Cross) or in combination with the surgical benefits offered under the United Medical Service (Blue Cross and Blue Shield). Both types of insurance are available under the conventional 21-Day Plan or the extended coverage 120-Day Plan with a rider increasing benefits to 365 days.

Major Medical Insurance

Major medical insurance is available to all faculty members with or without the above hospital-surgical or medical coverage. Under this plan 80% of a major medical expense is paid by the insurance company after a cash deductible has been satisfied. The major medical expense excludes any charges reimbursed under the University's other hospital-surgical or medical plans.

In addition to providing this insurance on a group basis, the cost to each faculty member is further reduced through University contributions.

Life Insurance

Faculty members who earn \$4,000 a year or more at Yeshiva University are eligible for group life insurance immediately on employment. The amount of insurance is triple the annual salary, to the nearest thousand, with a maximum of \$25,000. A medical examination is not required if the faculty member enrolls during the first month of employment.

Pension

Full-time members of the faculty are eligible to participate in the Retirement Income Plan. Normal retirement is at the age of 65, but early retirement may be elected any time after the age of 55. Retirement is mandatory at the age of 68. Benefits depend on the amount contributed and the age of retirement. Both the faculty member and the University contribute to this fund on behalf of the individual member. Additional contributions to increase the benefits received after retirement will be deducted from a faculty member's salary, if desired. Faculty contributions are made on the basis of a compensation agreement between the faculty member and the University in which the faculty member agrees to a reduction in salary equivalent to the rate of contribution desired and the University agrees to use this reduction in salary to purchase tax-deferred annuity benefits for the faculty member. Because of this arrangement, income taxes on the faculty member's contributions are deferred until after retirement.

Details about these plans are available from the Office of the Vice President for Business Affairs at the Executive Offices of the University.

**Tuition Grants to
Faculty Relatives**

Beginning with the second year of full-time employment, the University grants a 50% reduction of tuition to the Yeshiva University high schools, colleges, and graduate schools to children, husbands, and wives of full-time members of the faculty. Beyond that reduction, faculty members may apply for financial assistance through the normal channels of the College Scholarship Service.

**Allocations for Travel
to Meetings of Learned
Societies**

Within the limits of the approved budget the University will reimburse members of the full-time faculty the cost of travel in this country to deliver papers or to serve as panel participants at meetings of learned societies. Permission of the chairman and the dean or director is required.

1509

(Publ. 9/1/67)

**OUTSIDE USE OF
THE UNIVERSITY NAME**

The name of Yeshiva University or of any of its schools may be used without prior approval only in the cases of scholarly usage, such as the publication of an article, reading of a scholarly paper, publication of a book, and other such academic instances. It is understood that authors will use the term "Yeshiva University," not the name of his division only.

It may not be used in any statement or publication implying University approval *unless* prior approval is granted by the President or his designees. It may not be used to advertise the faculty member's connection with the University in a business or speculative venture. In the case of a political advertisement paid, or contributed to, by a member of the faculty care should be taken that such a publication of one's connection with the University will not imply University commitment to any political creed, candidate, or policy.

00

1510

00

(Publ. 9/1/67)

CONFLICT OF INTEREST

A STATEMENT BY THE AMERICAN COUNCIL ON EDUCATION
(DEC., 1964), AND ADOPTED BY THE
PRESIDENT OF THE UNIVERSITY (MARCH 5, 1965)

On Preventing Conflicts of Interest in Government-Sponsored Research at Universities

The increasingly necessary and complex relationship among universities, Government, and industry call for more intensive attention to standards of procedure and conduct in Government-sponsored research. The clarification and application of such standards must be designed to serve the purposes and needs of the projects and the public interest involved in them and to protect the integrity of the cooperating institutions as agencies of higher education.

The Government and institutions of higher education, as the contracting parties, have an obligation to see that adequate standards and procedures are developed and applied; to inform one another of their respective requirements and to assure that all individuals participating in their respective behalfs are informed of and apply the standards and procedures that are so developed.

Consulting relationships between university staff members and industry serve the interests of research and education in the university. Likewise, the transfer of technical knowledge and skill from the university to industry contributes to technological advance. Such relationships are desirable, but certain potential hazards should be recognized.

A. Conflict Situations

1. OUTSIDE INTERESTS

When a university staff member (administrator, faculty member, professional staff member, or employee) undertaking or engaging in Government-sponsored work has a significant financial interest in, or a consulting arrangement with, a private business concern, it is important to avoid actual or apparent conflicts of interest between his Government-sponsored university research obligations. Situations in or from which conflicts of interest may arise are:

- a. Undertaking or orientation of the staff member's university research to serve the research or other needs of the private firm without disclosure of such undertaking or orientation to the university and to the sponsoring agency;
- b. Purchase of major equipment, instruments, materials, or other items for university research from the private firm in which the staff member has the interest without disclosure of such interest;

- 1511
- c. Transmission to the private firm or other use for personal gain of Government-sponsored work products, results, materials, records, or information that are not made generally available. (This would not necessarily preclude appropriate licensing arrangements for inventions, or consulting on the basis of Government-sponsored research where there is significant additional work by the staff member independent of his Government-sponsored research.);
 - d. Use for personal gain or other unauthorized use of privileged information acquired in connection with the staff member's Government-sponsored activities. (The term "privileged information" includes, but is not limited to, medical personnel, or security records of individuals; anticipated material requirements or price actions; possible new sites for Government operations; and knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements.);
 - e. Negotiation or influence upon the negotiation of contracts relating to the staff member's Government-sponsored research between the university and private organizations with which he has consulting or other significant relationships;
 - f. Acceptance of gratuities or special favors from private organizations with which the university does or may conduct business in connection with a Government-sponsored research project, or extension of gratuities or special favors to employees of the sponsoring Government agency under circumstances which might reasonably be interpreted as an attempt to influence the recipients in the conduct of their duties.

2. DISTRIBUTION OF EFFORT

There are competing demands on the energies of a faculty member (for example, research, teaching, committee work, outside consulting). The way in which he divides his effort among these various functions does not raise ethical questions unless the Government agency supporting his research is misled in its understanding of the amount of intellectual effort he is actually devoting to the research in question. A system of precise accounting is incompatible with the inherent character of the work of a faculty member, since the various functions he performs are closely interrelated and do not conform to any meaningful division of a standard work week. On the other hand, if the research agreement contemplates that a staff member will devote a certain fraction of his effort to the Government-sponsored research, or he agrees to assume responsibility in relation to such research, a demonstrable relationship between the indicated effort or responsibility and the actual extent of his involvement is to be expected. Each university, therefore, should — through joint consultation of administration and faculty — develop procedures to assure that proposals are responsibly made and complied with.

3. CONSULTING FOR GOVERNMENT AGENCIES OR THEIR CONTRACTORS

When the staff member engaged in Government-sponsored research also serves as a consultant to a Federal agency, his conduct is subject to the provisions of the Conflict of Interest Statutes (18 U.S.C. 202-209 as amended) and the President's memorandum of May 2, 1963, Preventing Conflicts of Interest on the Part of Special Government Employees. When he consults for one or more Government contractors, or prospective contractors, in the same technical field as his research project, care must be taken to avoid giving advice that may be of questionable objectivity because of its possible bearing on his other interests. In undertaking and performing consulting services, he should make full disclosure of such interests to the university and to the contractor insofar as they may appear to relate to the work at the university or for the contractor. Conflict of interest problems could arise, for example, in the participation of a staff member of the university in an evaluation for the Government agency or its contractor of some technical aspect of the work of another organization with which he has a consulting or employment relationship or a significant financial interest, or in an evaluation of a competitor to such other organization.

B. University Responsibility

Each university participating in Government-sponsored research should make known to the Government-sponsoring agencies:

1. The steps it is taking to assure an understanding on the part of the university administration and staff members of the possible conflicts of interest or other problems that may develop in foregoing types of situations, and
2. The organizational and administrative actions it has taken or is taking to avoid such problems, including:
 - a. Accounting procedures to be used to assure that Government funds are expended for the purposes for which they have been provided, and that all services which are required in return for these funds are supplied;
 - b. Procedures that enable it to be aware of the outside professional work of staff members participating in Government-sponsored research, if such outside work relates in any way to the Government-sponsored research;
 - c. The formulation of standards to guide the individual university staff members in governing their conduct in relation to outside interests that might raise questions of conflicts of interest; and

- d. The provision within the university of an informed source of advice and guidance to its staff members for advance consultation on questions they wish to raise concerning the problems that may or do develop as a result of their outside financial or consulting interests, as they relate to their participation in Government-sponsored university research. The university may wish to discuss such problems with the contracting officer or other appropriate Government official in those cases that appear to raise questions regarding conflicts of interest.

The above process of disclosure and consultation is the obligation assumed by the university when it accepts Government funds for research. The process must, of course, be carried out in a manner that does not infringe on the legitimate freedoms and flexibility of action of the university and its staff members that have traditionally characterized a university. It is desirable that standards and procedures of the kind discussed be formulated and administered by members of the university community themselves, through their joint initiative and responsibility, for it is they who are the best judges of the conditions which can most effectively stimulate the search for knowledge and preserve the requirements of academic freedom. Experience indicates that such standards and procedures should be developed and specified by joint administrative-faculty action.

**STATEMENT OF
PATENT POLICY,**

Applicable to Divisions of
Yeshiva University, other
than Albert Einstein College
of Medicine of Yeshiva
University

It is the policy of Yeshiva University to utilize any income to be obtained from inventions and discoveries made by members of the staff thereof exclusively for the further promotion of education and for the other purposes of the said university.

Accordingly, Yeshiva University requires that all inventions and discoveries made by members of its staff shall be assigned to the University.

In cases of patents arising on work under Government-sponsored contracts, the express provisions of such contract will control.

The inventor is required to cooperate with the University Faculty Patent Committee who shall be the sole judge of the right of the inventor and the University with regard to the aforesaid inventions and discoveries, in order to carry out the purposes of this policy.

Yeshiva University may require formal agreements to be signed by individual staff members to carry out the foregoing. A copy of such agreement is attached hereto.

**STATEMENT OF
PATENT POLICY,**
Applicable to Albert
Einstein College of Medicine
of Yeshiva University

It is the policy of Albert Einstein College of Medicine of Yeshiva University to utilize any income to be obtained from inventions and discoveries made by members of the staff thereof exclusively for the further promotion of medical education and for the other purposes of the said College.

Accordingly, Albert Einstein College of Medicine requires that all inventions and discoveries made by members of its staff shall be assigned to the University Medical Research Foundation, a non-profit corporation affiliated with the school, whose entire income from such inventions and discoveries is used for the exclusive benefit of the College of Medicine.

In cases of patents arising on work under Government-sponsored contracts, the express provisions of such contract will control.

In cases where the individual inventor wishes to take out the patent in his own name and dedicate it to the public receiving neither of profit or value therefrom, such will be permitted provided that the rights of Albert Einstein College of Medicine in such invention are fully protected and the Faculty Patent Committee approves thereof.

The inventor is required to cooperate with the Faculty Patent Committee who shall be the sole judge of the rights of the inventor and Albert Einstein College of Medicine with regard to the aforesaid inventions and discoveries, in order to carry out the purposes of this policy.

Albert Einstein College of Medicine may require formal agreements to be signed by individual staff members to carry out the foregoing. The copy of such an agreement (assuming appropriate changes of referring to the parties involved) follows.

STANDARD FACULTY RESEARCH AGREEMENT

It is understood between myself and Yeshiva University (hereinafter referred to as the University) that my duties as a member of the faculty will involve various research activities. Since the proper utilization of the results of this research is of vital concern to the University I agree to the following terms and conditions relative thereto:

I will promptly disclose all inventions, improvements, or discoveries to Yeshiva University, whether patentable or unpatentable, made by me solely or in cooperation with another during the time that I remain a member of the faculty of the University which relate directly or indirectly to the work upon which I am engaged.

I will assign to Yeshiva University, or any other entity designated by it, all of my rights, title and interest to any invention, improvement or discovery, whether patentable or unpatentable, made by me during the time that I remain a member of its faculty, which relate directly or indirectly to the work upon which I am engaged as such member.

I will promptly execute any and all documents at the request of Yeshiva University which may be necessary to effect the full and complete assignment of my inventions, improvements, and discoveries as aforesaid, including, but not limited to execution of all patent applications, oaths, supplemental oaths, assignments and all other papers incident to applying for, obtaining, and maintaining Letters Patent of the United States of America and countries foreign thereto, and all other documents required by Governmental Agencies as a condition for research grants.

I will authorize the Commissioner of Patents of the United States of America, and any official with similar functions in any country foreign thereto, to issue each and every Letters Patent or similar document that may result from any of my inventions, improvements, or discoveries as aforesaid, and will agree to withhold the issuance of Letters Patent if, in the sole opinion of Yeshiva University, such action is warranted.

If the University is a party to any other research grant contract which has provisions inconsistent with this agreement, the provisions of the research grant contract shall prevail.

It is further agreed that I will dedicate any invention or discovery made solely by me, and not in connection with others, provided I promptly advise the University of the same, and publish a complete disclosure of the invention or discovery. I further agree in connection therewith to take all necessary steps to avoid any third party from obtaining rights therefrom, and it is further understood that I am to receive nothing of value by reason of such invention or discovery. It is understood that in the event there are others at the University engaged in the invention or discovery, that there shall then be no personal right of dedication.

In view of my engagement as aforesaid, I shall be entitled to fifteen percent (15%) of the net income directly accruing to Yeshiva University, or any other entity designated by it, from my inventions, improvements, or discoveries heretofore assigned.

Date: _____

1517

UNIVERSITY-WIDE COMMITTEE ON
CEREMONIAL OCCASIONS

SCW -	Dr. Beatrice L. Friedland
"	Mrs. Shellee Berman
"	Dr. Simeon J. Krumbein
"	Mrs. Shirley Shimoff
TIW -	Dr. Sampson A. Isseroff
FGS -	Dr. Bluma B. Weiner
EMC -	Dr. Moshe Carmilly
YC -	Dr. Asher Siev
"	Dr. Abraham Tauber
"	Dr. Irving Linn
"	Dr. Henry Lisman
BGSS -	Dr. Charles R. Patt
BRGS -	Dr. Leon D. Stitskin
WSSW -	Dr. Aaron Beckerman
"	Dr. Joel Sacks

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. E-40

Disposition { Identified ✓
Received ✓
Rejected _____

In the matter of _____
Date 2/17/40 Witness _____ Reporter [Signature]

No. Pages _____

This is the list of the Undergraduate Council as given to me by the 1973-74 Secretary:

Dean Isaac Bacon - Dean YC
 Rabbi Saul Berman - SCW (Chairman)
 Rabbi Morris Besdin - Director JSS
 Abraham Blank - YCSC (Secretary)
 Michael Bloom - JSS
 Rabbi Zevulun Charlop - Director RIETS
 Joseph Epstein - Hamevasser
 Rabbi Baruch Faivelson - Director TIW
 Dr. Joshua Fishman - Vice President Academic Affairs
 Anita Gittelman - Editor Observer
 Tova Glassman - SCW
 Rabbi Abner H. Groff - Director of Admissions
 Irwin Gross, President SOY
 Judah Lifshitz - YCSC
 Dr. Israel Miller - Vice President Student Affairs
 Dean David Mirsky - Dean SCW
 Jack Nussbaum - Director of Student Finances
 Harry Peters - SOY
 Dean Jacob Rabinowitz - Dean EMC
 Elizabeth Reisman - TIW
 Irving Rotter - SOY
 Manny Ruchelsman - President YCSC
 Victor Sasson - EMC
 Sherry Scheinberg - SCW
 Dr. Doris Shores - SCW Faculty
 Dr. Asher Siev - YC Faculty
 Professor Morris Silverman - Registrar
 Dr. Sheldon Socol - Vice President Business Affairs
 Jeanette Stobezki - SCW
 David Teman - EMC
 Dr. Moses Tendler - YC Faculty
 Norman Blumenthal - Editor Commentator

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. E-49

Disposition

Re: _____Re: _____In the matter of JoshuaDate 6/27At, _____Reporter AC

1519

YESHIVA UNIVERSITY
MEMBERS OF THE EXECUTIVE COUNCIL
1978-79

Dr. Samuel Belkin, President

Dr. Isaac Bacon, Dean, Yeshiva College
Rabbi Morris Besdin, Director, James Striar School
Rabbi Zevulun Charlop, Director, Rabbi Isaac Elchanan Theological Seminary (Affiliate)
Rabbi Herbert Dobrinsky, Executive Assistant to the President
Rabbi Baruch Faivelson, Director, Teachers Institute for Women
Rabbi Morris Finer, Director, Community Services Division, Rabbi Isaac Elchanan Theological Seminary
Dr. Joshua Fishman, Vice-President for Academic Affairs
Dr. Joseph Gittler, Dean, Perkauf Graduate School
Rabbi Abner Groff, Director of Admissions
Mr. Sam Hartstein, Director of Public Relations
Dr. Sidney Hoenig, Dean, Bernard Revel Graduate School and Harry Fischel School
Dr. Ernst Jaffe, Acting Dean, Albert Einstein College of Medicine
Dr. Marcus D. Kogel, Vice-President for Medical Affairs and Science
Dr. Arthur Komar, Dean, Belfer Graduate School
Dr. Leo Landman, Secretary of the Faculty, Bernard Revel Graduate School
Dr. Israel Miller, Vice-President for Student Affairs
Dean David Mirsky, Dean, Stern College for Women
Dr. Israel Moshowitz, Special Advisor to the President
Mr. Jack Nussbaum, Director of Student Finances
Dean Jacob Rabinowitz, Dean, Erna Michael College of Hebraic Studies
Dr. William Rosenthal, Dean, Wurzweiler School of Social Work
Mr. Sidney Schutz, General Counsel
Professor Morris Silverman, Registrar
Dr. Sheldon E. Socol, Vice-President for Business Affairs
Professor Peretz Tishby, Director of Libraries
Mr. Abe Zeitz, Director of Development

1

NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICE OF LABOR RELATIONS **E-50**
Disposition _____
In the matter of Yeshiva
Date 6/27 Witnesses _____ Reporter JK
No. Pages _____

1520
SHIVA UNIVERSITY

To: Deans: Bacon, Gittler, (Green), Hoening
Jaffe, Komar, Mirsky, Rabinowitz

Date: May 20, 1974

From: Dr. Joshua A. Fishman
Vice President for Academic Affairs

Subject: Outside Employment

The revised Tenure Statement approved by the Board of Trustees on January 14, 1974 provides (II, 7) that

" A full-time faculty member , as a condition of accruing credits toward or maintaining tenured status, shall devote his full time to the University, and shall accept no other employment, except where provisions in writing are made to the contrary by the President, and his activities shall be consistent with the professional growth which is expected of and demanded from a faculty member. "

Would you, therefore, please ask all full-time members of your faculty to make the appropriate correction in the section of the Faculty Handbook dealing with FACULTY LOAD so that it will read as follows:

FACULTY LOAD

2. Commitments outside the University

A full-time faculty member may not accept employment outside of the University without advance written APPROVAL OF THE PRESIDENT. In general, approval will not be give if:

- a. the additional work is not related to the faculty members professional skills within his area of

NATIONAL LABOR RELATIONS BOARD
Docket No. E-52
OFFICE OF
Disposition
to the office of
Date 6-2-74
Witness
No. Pages

1521

- 2 -

- b. in the case of outside teaching employment,
his total outside teaching assignment exceeds
one-half of that established as a full-teaching
load in his school ;
- c. in the case of non-teaching employment, the
additional work requires more than the equivalent
of one day a week.

Please advise members of your full-time faculty who desire to
pursue employment outside of the University to submit to you their
requests in accord with the above desiderata. These requests,
together with your own recommendations, should be forwarded to
my office for final clearance.

1522

UNIVERSITY FACULTY REVIEW COMMITTEE

1/4/1971

PROCEDURAL BYLAWS

A. Non-promotion after ten years or more.

1. Not later than the end of the eighth week of each academic year, each School representative on the Committee shall send a letter to all faculty members of his School inviting each Instructor, Assistant Professor and Associate Professor who has not been promoted for ten years or more, to inform him if he wishes his case to be reviewed by the Committee, and his view concerning his promotion status.

2. In cases where individual faculty members wish their cases to be reviewed the following steps shall be taken:

a. The faculty member will be asked to provide the Secretary of the University Committee with a current curriculum vitae, copies of reprints, etc.

b. The Committee shall communicate with the Dean of the relevant School to inquire concerning the reason for non-promotion, as well as to ascertain the history of promotion actions in regard to the individual.

c. Before the Committee shall attempt an independent adjudication of any matter involving promotion, it shall first seek to have the matter of promotion considered in the relevant substantive department of the faculty member, the relevant promotion committee and/or the relevant review committee or faculty grievance committee of the School. In all cases the University Faculty Review Committee shall strive to determine that appropriate procedural rules are followed.

d. If all normal procedural avenues have been exhausted at a given School the Committee shall, at the request of a faculty member, consider the case on its merits. In all cases such consideration shall be in terms of the stated criteria for promotion at the school in question.

3. When the Committee is involved in adjudicating a promotion matter, it shall have access to the records of committees on promotion, as well as to appropriate faculty colleagues, departmental chairman and the Dean of the School involved.

E-53

4. Before taking any final action, the Committee shall communicate its findings to the Dean of the School involved. If the Committee feels promotion is warranted, after all due consultation has been exhausted, it shall as a final action communicate with the President of the University recommending such action.

B. Procedures in Regard to Tenure.

1. The Faculty Review Committee shall when called upon by a faculty member serve as a Tenure Hearing Committee. In all such cases it shall serve as an impartial body to which both the Administration as well as the faculty member involved shall have equal access. In such cases, a subcommittee of not more than three members of the Review Committee shall be appointed to conduct a full investigation of factors involved in a given case, and to bring all facts developed in a case to the attention of the full committee. In the event of the need for formal hearings, the faculty member shall have the right to appropriate legal counsel and the subcommittee and the Committee shall have the prerogative of advice from the University legal counsel. Hearings involving discipline or loss of tenure shall conform to standards of due process and procedures shall be in accordance with applicable Tenure Regulations.

C. Procedures in Regard to Faculty Grievances.

1. In cases involving grievances, the Committee shall first ascertain that a given problem has been given appropriate attention by appropriate grievance machinery at a given School, and whether the grievance has economic effect. When a case is brought to its attention, it shall review the history of the case to determine whether prior actions in regard to the matter have adhered to existing rules and regulations at the relevant School. When it has been determined that a bona fide case exists, and that all avenues of review have been exhausted, the Committee will consider the matter on its merits. When a matter involving grievance is considered on its merits, the Committee shall have access to all relevant facts both from the individual who claims to be aggrieved as well as from the prior review bodies.

2. In making recommendations in regard to grievances the

1524

3.

Committee shall first contact the Dean of the relevant School, and if the matter is not satisfactorily resolved, shall have the power to make recommendations directly to the President of the University.

1525

Copy sent Exec -
Cell 1/4/197

UNIVERSITY FACULTY REVIEW COMMITTEE

STATUTE

1. The University Faculty Review Committee is hereby established. The authority of such Committee shall be limited to making recommendations directly to the Dean of any School or, where appropriate, to the President of the University, in the following cases:
 - (a) Upon the petition of any faculty member who has remained Instructor, Assistant Professor, or Associate Professor without promotion to a higher rank for ten years or more, and after review by the Committee, the Committee may recommend promotion. Should the Committee decide not to recommend promotion, it may in its discretion agree to review the case after an additional period specified by it if promotion has not occurred within such period.
 - (b) In cases arising under the Tenure Regulations involving the discipline or the termination of tenure of a faculty member, and where the faculty member involved has elected to have such case heard by the Committee acting as a Hearing Committee, the Faculty Review Committee or subcommittee thereof shall act as Hearing Committee in accordance with the governing Tenure Regulations.
 - (c) The Committee may hear the grievance of any faculty member, with the exception of any grievance having economic effect, provided that such faculty member has exhausted the grievance procedures available to him at the School level.
2. The Committee may hear any case within its jurisdiction when petitioned by an individual faculty member, the faculty of any School, or a member of the Administration.

3. (a) The Committee shall be comprised of ^{eight} ~~six~~ members, who shall be elected as follows:

Albert Einstein College of Medicine Sue Golding Graduate Division	1 Member
Belfer Graduate School of Science	1 Member
Bernard Revel Graduate School Harry Fischel School	1 Member
Erna Michael College for Men James Striar School	1 Member
Ferkauf Graduate School	1 Member
Stern College for Women Teachers Institute for Women	1 Member
Wurzweiler School of Social Work	1 Member
Yeshiva College	1 Member

- (b) The faculty of such Schools shall elect their representative by procedures adopted by them, or by procedures established by the Deans of the pertinent Schools should the faculty fail to adopt such procedures.

4. Committee members shall be full-time tenured members of the faculty. Committee members shall be elected for a two-year term beginning July 1 of the year of election, and may be reelected for one additional two-year term. No member who has served four consecutive years may be reelected until two years have intervened. Terms shall be staggered so that, so far as possible, an equal number of members shall be elected each year, as follows:

To elect in even-numbered years

Albert Einstein College of Medicine
Sue Golding Graduate Division
Belfer Graduate School of Science
Bernard Revel Graduate School
Harry Fischel School
Yeshiva College

To elect in odd-numbered years

Erna Michael College for Men
James Striar School
Ferkauf Graduate School
Stern College for Women
Teachers Institute for Women
Wurzweiler School of Social Work

5. Should a vacancy occur prior to the expiration of an elected term, it shall be filled by a special election for the remainder of the unexpired term.
6. The Committee shall at its first meeting of each academic year elect a Chairman and a Secretary for one-year terms. In the event of the absence of either at any meeting the members present shall elect a Temporary Chairman or Temporary Secretary for such meeting. The Secretary shall maintain all records of the Committee, including correspondence, minutes of meetings, and confidential folders.
7. A quorum shall consist of the majority of the members, and affirmative action on any motion shall require the vote of a majority of the members present, provided a quorum is in attendance.
8. The latest edition of Robert's Rules of Order shall govern the conduct of meetings of the Committee or its subcommittees. Minutes shall be considered non-published.
9. Except as may be provided under these Regulations, the Committee may adopt bylaws for the conduct of its business or the business of its subcommittees.
10. Committee members shall report at least once a year to the faculty which they represent concerning the activities of the Committee. During June of each year the Committee shall transmit a report of its activities during the year to the Executive Council of the University.

1528
YESHIVA UNIVERSITY
YESHIVA COLLEGE FACULTY STATUTE

I. THE FACULTY

A. Authority: Subject to approval by the President, the authority to legislate on all academic matters affecting Yeshiva College rests with the Faculty. The Dean is the chief educational officer of the College and shall be responsible for the administration of the College's program. He shall convey to the President the Faculty's recommendations and decisions.

B. Composition: The faculty shall consist of the President, the Dean, officers of instruction, emeriti, the Registrar, the Dean of Admissions, the Dean of Students, the Director of Libraries, the Librarian of the Pollack Library, the Librarian of the Mendel Gottesman Library, the Guidance Counselor, the University Physician, the University Psychiatrist, and the College Psychologist.

C. Classification of Officers of Instruction:

1. Regular members

a. Definition: Regular members of the Faculty are those who meet the following qualifications:

- (1) Teach a full-time program, and
- (2) Are on regular appointment on an annual salary; regular status is not automatically attained by the teaching of a full program, but must specifically be conferred in the letter of appointment.

b. Ranks: Regular members of the faculty shall be classified according to the following ranks:

- (1) Instructor
- (2) Assistant Professor
- (3) Associate Professor
- (4) Professor

2. Associated Members

a. Members of the faculty not on regular appointment who teach at another institution of higher learning shall have the same academic rank at Yeshiva as they have at the other institution, with the prefix "Visiting."

b. Members of the faculty not on regular appointment who are not associated with another academic institution normally receive the rank of Lecturer. If they have been granted a different rank the word "Adjunct" will be prefixed to it.

NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20540
E-55

E-55

3. Assistants

A graduate student who teaches courses or assists in laboratory work the responsibility for which rests on a member of the faculty shall be designated as an Assistant. Assistants do not have faculty status.

D. Rights and Responsibilities of the Faculty

1. Rights

- a. The Faculty shall have the rights of academic freedom customary in American universities, as defined in the By-Laws.
- b. Faculty members shall be entitled to tenure, promotion, sabbatical leaves, retirement plans, pensions, insurance and health plans, and other welfare benefits as provided for in the By-Laws.

2. Responsibilities

- a. Faculty members shall have the responsibilities customary in American universities in the areas of effective instruction, scholarly growth, and participation in the professional life of the institution, and shall abide by the rules set up by the Faculty or administration, as approved by the President, with the main objective in mind of obtaining the optimal benefits for the students.

II. FACULTY ASSEMBLY

- A. Function: The faculty, meeting as a collective body, shall be known as the Faculty Assembly.

B. Officers:

1. The presiding officer at meetings of the Faculty Assembly shall be the Dean or such person as he may designate.
2. The Assembly shall at its last regular meeting in each odd-numbered year elect a secretary; in his absence the Assembly will elect a secretary pro-tempore.

II. FACULTY ASSEMBLY

C. Meetings:

1. The Assembly will meet no less than twice each year -- in October and in May or June -- in regular meeting. The Dean may at his discretion call additional regular meetings. Due notice of all meetings shall be sent out by the secretary at least seven days prior to the meeting, and the notice shall include the agenda.
2. Special meetings shall be called by the Dean upon written request of ten voting members of the faculty. Such requests shall include the object of the meeting. Due notice of special meetings will be sent out by the secretary at least ten days prior to the meeting. The notice shall include the object of the meeting, and no other business shall be transacted at such a meeting.
3. The minutes of each meeting shall be duplicated and circulated but are treated as non-published unless otherwise specifically directed by vote of the Assembly.
4. Debates and discussions are to remain confidential. Official announcements of actions taken by the Faculty Assembly may be made only by the Office of the Dean or or such other office or person as may be authorized by the Assembly.
5. The secret ballot shall be substituted for a show of hands when it is called for by even a single full-time member of the faculty.

D. Voting Members:

All members of the Faculty, and all such members who legally retire, will have the right to attend meetings of the Faculty Assembly and the Departments and speak. The right to vote is given to those who fall into one of the following categories:

1. Full-time faculty members in the College on regular appointment.
2. Members who have legally retired who had a right to vote when they were in attendance; but they shall retain the right to vote for only one year.
3. Members on a leave of absence who had a right to vote when they were in attendance; but they shall retain the right to vote for only one year.
4. The President, the Dean, the Dean of Students, the Librarian of the Pollack Library and the Librarian of the Mandel Gottesman Library.

The Faculty Assembly shall grant the right to vote to those who fall into one of the following categories, upon their request:

5. Full-time officers of instruction in the University who teach three or more hours in the College.
6. Part-time faculty members who have been in the College for five or more years and teach three or more hours in the College.
7. Members who have retired or are on a leave of absence who had a right to vote when they were in attendance for additional years beyond the first year of absence or retirement.

The Faculty Assembly by two thirds vote may grant the right to vote to those who fall into the following category, upon their request:

8. Members of the College Faculty and Administration in addition to those named in paragraph II D 4.

E. Procedure for Legislation

1. The Faculty shall formulate its legislation through committees.
2. The text of any committee proposal for faculty action shall be incorporated in the call for the next Assembly meeting.
3. Legislation accepted by the Faculty Assembly shall take effect unless disapproved by the President.

III. DEPARTMENTS

A. Departmental Organization

1. The faculty shall be organized by departments. Any subject area in which there is at least one full-time instructor (or which offers a major) shall be organized as a separate department.
2. An area in which there is neither a major nor a full-time instructor shall be designated as an unattached subject area. For administrative purposes such area shall be attached to a department on recommendation of the Dean to the Faculty Assembly.
3. Departments may merge by majority vote of each of the affected departments, with the consent of the Faculty Assembly.

B. Departmental Representatives

- 1a. Each department consisting of three or more full-time members shall have a chairman. Other departments shall have a representative.

B. Departmental Representatives

- 1b. The voting members of each department shall elect the departmental chairman or representative by secret ballot for a two year term in May or June of each odd-numbered year. Only a member with tenure may be elected a chairman or representative. If there is no person in the department with tenure then the senior member shall be the departmental representative.
- c. The department shall annually at its first meeting of the academic year elect a secretary.
2. The department, with and through its chairman or representative, shall have general responsibility for the maintenance of high standards of scholarship and instruction and for the effectiveness and success of its program (e.g., supervision of laboratories and of laboratory assistants, and of the selection and maintenance of educational materials). Specifically, the chairman or representative, in collaboration with the members of the department, shall:
 - a) Organize the preparation of course syllabuses and define the area of each course so as to prevent overlapping;
 - b) recommend new courses to the Curriculum Committee;
 - c) recommend requirements for departmental prizes and awards to students;
 - d) advise the Dean on scheduling of courses, appointments, reappointments, and promotions.

C. Meeting of Departments and Departmental Chairmen and Representatives

1. Departmental chairmen and representatives shall meet at least once a semester for common administrative purposes, and at such other times as may seem desirable. The Dean shall be presiding officer at such meetings.
2. The Dean of the College may participate in the meetings of all departments with the right to vote in the department of his own discipline.

IV. COMMITTEES OF THE FACULTY

A. Types of Committees

1. The Faculty shall formulate its legislation through committees.
2. These committees shall be of two types: standing and ad hoc.

B. Ad Hoc Committees

1. Ad hoc committees of the faculty, appointed temporarily as the need arises to study specific questions, shall be selected as directed in the resolutions establishing such committees.
2. Ad hoc committees shall not serve longer than one year without specific authorization of the Faculty.

IV. COMMITTEES OF THE FACULTY

C. Method of Selection of Standing Committees

1. A Committee on Committees consisting of five full professors shall be elected at a Faculty Assembly in January 1965. The Committee shall poll all voting members of the Faculty for their preferences for committee memberships, and on the basis of these choices the committee shall no later than March 31 recommend to the Assembly a slate of committees to take office September 1.
2. In order to establish rotation in the office the Committee shall at the outset divide each committee, including itself, as evenly as possible into three groups, to serve for one, two, and three years respectively, and shall designate the members of each group. The successors of these original members shall be chosen for a three year term, except for members chosen to fill vacancies, who shall serve for the remainder of the unexpired term.
3. Not later than February 28 of each year the Committee on Committees shall poll voting members of the Faculty for their preferences for such committee memberships as shall be open that year, and on the basis of these choices shall no later than March 31 recommend to the Faculty Assembly members to fill the vacancies.
4. Within one month of a vacancy occurring during the academic year in an unexpired term of office the Committee on Committees shall meet and recommend to the next Faculty Assembly a person to fill the unexpired term.

D. General Regulations for Standing Committees

1. Only voting members of the faculty may be members of committees.
2. Committees shall be properly representative of the different interests in the faculty.
3. Committees shall consist of not less than three nor more than five members, excluding ex-officio members. Under unusual circumstances the Assembly may increase a committee to a maximum of seven.
4. The Dean shall be ex-officio member of all committees, with the right to speak and vote.
5. Generally, no person who has served for more than one year shall be eligible for reelection to the same committee until two years have elapsed.
6. Each committee shall elect its own chairman and secretary annually.
7. Each committee shall make periodic progress reports to the Faculty and submit a written annual report.

E. List of Standing Committees**1. COMMITTEE ON COMMITTEES****a. Functions**

1) To nominate members of standing committees, as directed in this Statute.

b. Membership

1) The committee shall consist of five members of full professorial rank.

2. COMMITTEE ON CURRICULUM AND INSTRUCTION**a. Functions**

1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.

2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to a meeting of all departmental representatives for decision. If disapproved by the committee the recommendations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.

3) Establish broad guide lines for the requirements for majors.

4) Study and recommend to the faculty for its consideration such programs as honors work, colloquiums, seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).

5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.

6) Study and recommend to the faculty for its consideration new developments in audio-visual aids and other media for improving teaching methods and techniques.

7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

8) Study and recommend general requirements for graduation from the College.

9) Study and acquaint the Faculty with new developments in higher education generally.

3. LIBRARY COMMITTEE

a. Functions

- 1) Act as liaison between the faculty and library staff.
- 2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and those facilities of the Mendel Gottesman Library and other University libraries which have relationship to the curricular offerings of Yeshiva College in terms of the curricular offerings of the College.
- 3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

- 1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. SCHOLASTIC STANDING COMMITTEE

a. Functions

- 1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (e) disciplinary probation; (f) honors at graduation; (g) Dean's List; (h) student work load; (i) student employment and participation in extra-curricular activities.
- 2) Aid the Office of the Dean in the implementation of these policies.

5. WELFARE COMMITTEE

a. Functions

The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the faculty. As part of its duties it shall:

- 1) seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.
- 2) study and recommend procedures to encourage and assist faculty members with (a) research (b) publications (c) participation in learned and professional societies.
- 3) hear and seek to resolve grievance of intra - and inter-relations of faculty and administration.

6. STUDENT ACTIVITIES POLICY COMMITTEE

a. Functions

1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliberations. Consenting advice by the committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

b. Membership

1) No member of the Judiciary Committee may serve on this committee.

7. STUDENT ACTIVITIES JUDICIARY COMMITTEE

a. Functions

1) Receive and consider complaints and grievances concerning student violations of established policy on cocurricular activities, and violations generally of discipline and good taste in such activities. Any member of the faculty or administration may bring a complaint to this committee, which shall recommend appropriate action to the Dean.

2) Hear complaints by students regarding the infringements of or interference with their rights, privileges, and immunities in the sphere of student activities.

b. Membership

1) The committee shall consist of six members, all with equal vote, three to be chosen by the faculty and three to be chosen by the students.

2) The faculty members shall be elected for overlapping three year terms, as the members of all standing committees of the faculty are selected. No member of the Policy Committee may serve on this committee.

3) The student members shall be chosen for a one year term by the Yeshiva College Student Council in the Spring of each year for the following academic year. There shall be one senior, one junior, and one sophomore on the committee. No member of the Student Council may be a member of the committee.

4) At its first meeting each year the Committee shall by a majority vote choose a non-voting chairman from the ranks of the faculty.

c. Procedures for Hearing Complaints

1) Requests that committee hearing be held on a complaint or grievance shall be directed in writing to the chairman who shall bring them to the attention of all members of the committee within one week.

2) The committee shall commence formal action on a petition directed to it not later than three weeks after it has been filed.

3) In case of tie vote on any matter before it, the chairman of the committee shall so inform the Dean who shall attempt to compose the differences within the committee. Should the deadlock persist the Dean shall cast a ballot to break the tie.

8. COMMITTEE ON THE AGENDA

a. Functions

1) To assist the Dean and Secretary in preparing the agenda of Faculty Assembly meetings.

b. Membership

1) The committee shall consist of three members elected for a one-year term.

VI. AMENDMENTS TO THE STATUTE

A. This Faculty Statute may be amended by the following procedure:

1. Proposed amendments shall be submitted in writing to the Secretary of the Assembly in the form of a petition signed by at least five voting members. The Secretary shall duplicate and distribute the proposed amendment to the Faculty. The proposed amendment shall be placed on the agenda of the next meeting of the Faculty Assembly, provided that the petition is submitted at least two weeks in advance of the meeting.

2. The proposal shall be discussed by the Assembly, but a final vote may not be taken at this meeting. The amendment shall become the first order of business at the next meeting at which time the final vote may be taken.

3. A final vote shall be taken by secret ballot.

4. The amendment must receive the approval of an absolute majority of the voting members of the Faculty.

AMENDMENTS TO THE STATUTE

- B. At least once every five years the Faculty Assembly shall elect a committee of five to reexamine the Faculty Statutes in the light of changing administrative and academic conditions. Recommended changes shall be submitted for consideration to the Faculty Assembly in accordance with the procedure outlined in paragraph A 1.
- C. Amendments accepted by the Faculty Assembly shall be submitted to the President for approval.

VII. GENERAL PROVISIONS

- 1. The details of this Statute shall be filled in by By-Laws, which shall be adopted and amended in the same way as amendments to this Statute, except that only a majority of those present and voting in the Faculty Assembly shall be required for adoption.
- 2. The latest edition of Robert's Rules of Order shall govern all meetings of the Faculty Assembly, of the departments, and of faculty committees, unless the Assembly adopts other rules of procedure.
- 3. The Statute and the By-Laws will become effective fifteen days after they have been accepted by the President upon recommendation of the Faculty by majority vote at a regular or special Faculty Assembly.

YESHIVA COLLEGE

Upon recommendation of the Administration, Faculty and Student Body of Yeshiva College, the President approved the establishment of a Senate to govern the affairs of the College as specifically set forth below, and in accordance with the ideals and goals of this institution. Its intent is to share responsibility for the operations and improvement of the College among the groups that constitute the College.

This new development at Yeshiva College is the outcome of cooperation among Administration, Faculty and Students who comprise the College, and will redound, it is hoped, to the best interests of the College and its traditions in its continued growth.

CONSTITUTION OF THE YESHIVA COLLEGE SENATE

(In effect June 1969, with later amendments as indicated, through October 72)

ARTICLE I. COMPOSITION AND ORGANIZATION

Section 1. The Yeshiva College Senate shall be composed of members of the Administration, the Faculty, the Student Body, and the Alumni as follows:

- a) Administration: The Dean of the College, the Vice President for Student Affairs, the Registrar, and the Director of Admissions shall serve ex officio, and one other University academic officer designated by the President. (Amended 4/1/71)
- b) Faculty: Eight full-time faculty members, with each rank represented, preferably two from each rank, elected by the Faculty Assembly for two-year overlapping terms, four each year. (Amended 5/27/71)
- c) Students: Six students (three or four incoming Seniors and the remainder incoming Juniors) selected by the incoming Student Council, in the manner proscribed by the Yeshiva College Student Council Constitution, in accordance with section 2 of this article. (Amended 4/13/72)
- d) Alumni: One alumnus appointed by the Yeshiva College Alumni Association. The Alumni Association may designate an alternate who shall serve only in the absence of the regular representative. (Amended 10/10/69, 6/15/70)

Section 2.

- a) The sophomores chosen each year shall serve for two years, and the juniors for one year. (Amended 10/19/72)
- b) Student candidates for the Senate shall be required to have at least a 3.000 cumulative academic average, and shall be required to maintain this average during their term of office. In all other respects, the election and tenure of the student members shall be governed by the regulations pertaining to other extracurricular activities.

- c) All students who meet the above qualifications are eligible to serve on the Senate, with the exception of the President of the Yeshiva College Student Council, and the Editor-in-Chief of the Commentator.

Section 3. If any member resigns, or is found ineligible for office, the body which originally elected him shall elect a replacement to serve the remainder of the unexpired term of office. (Renumbered and rearranged 12/70)

E-51

Section 4. The faculty and student members of the Senate shall be selected in the Spring semester of each year, during the month of May, on a date to be determined by the Senate, and shall assume office immediately. The results of the elections shall be publicized to the Yeshiva College community. (Renumbered and transitory provisions omitted 12/70)

Section 5. The first session of the Senate each year shall be called by the Dean in June. Thereafter the elected chairman shall call the Senate into session at his discretion, but not less frequently than once a month during the school year. Meetings must be called when requested by a majority of the members. (Renumbered 12/70)

Section 6. At its first session each year, the Senate shall elect a Chairman and a Secretary. The Chairman shall be a student or faculty member and shall not vote except in the case of a tie. (Amended 5/28/70)

Section 7. The Secretary shall keep a record of all deliberations and of all reports and communications received by the Senate, and shall make the minutes public to the Faculty and to the Student Body.

Section 8. Each member of the Senate shall have one vote. (Amended 10/10/69)

Section 9. All policy decisions of the Senate shall be made by simple majority vote, and in all procedural matters the Senate shall follow Robert's Rules of Order.

Section 10. A quorum shall consist of twelve members, with at least two from each group (except the Alumni) being present. (Amended 6/15/70)

ARTICLE II. SCOPE

Section 1. The Senate shall have jurisdiction over the academic affairs of the college, as specifically set forth below:

- a) Academic standards, admissions policy, curriculum and requirements for degree.
- b) The establishment of new majors, and new courses. In the above matters, the Senate shall be required to consult with the Department and Division Heads involved before voting on the issue.
- c) Determination of policy on: 1) standards of scholastic performance; 2) student attendance; 3) the grading system; 4) academic honors.
- d) Discussion and disposition of all matters submitted to it by the Administration, the Faculty, and Student Council.

Section 2. The Senate shall make policy recommendations to the appropriate bodies on matters affecting faculty welfare, including appointments, promotions, leaves of absences, honors, and remuneration.

Section 3. All measures passed by the Senate shall be submitted to the President and the Faculty Assembly, both of whom shall have the power of veto, the latter by a two-thirds majority vote of its members present. Any measure not vetoed within fifty school days (classes in session) after its communication to the President and Faculty Assembly shall be considered adopted. A recommendation of the Senate may also be approved by affirmative action of the Faculty Assembly within the fifty day limit; such action shall be communicated to the President, and upon his approval the measure shall be effective. (Amended 12/18/69)

Section 4. The Senate shall have no jurisdiction over the administration of Academic regulations and the awarding of academic honors to students, i.e. admission, probation, dismissal, academic honors and prizes.

Section 5. The Senate shall have no jurisdiction over extra-curricular activities or the administration of student discipline.

ARTICLE III. COMMITTEES

Section 1. Two student members shall be appointed for one year by the Student Council to the following committees: Curriculum and Instruction, Welfare, Library, Student Activities Policy, Scholastic Standing, whose present membership, organization and scope are described in the sections of the Yeshiva College Faculty Statute appended hereto. Student members of the Welfare and Scholastic Standing Committees shall participate in all activities of the committees except when they deal with specific individuals and cases.

Section 2. All Committees shall report to the Senate as well as to the Faculty Assembly.

ARTICLE IV. AMENDMENTS

Section 1. Amendments to the present constitution shall require a two-thirds (2/3) majority vote of the voting membership of the Senate. Notice of a proposed amendment must be included with the announcement of the meeting.

APPENDIX

Pertinent sections of the Yeshiva College Faculty Statute, included in accordance with Article II, Section 1:

2. COMMITTEE ON CURRICULUM AND INSTRUCTION

a. Functions

- 1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.
- 2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to a meeting of all departmental representatives for decision. If disapproved by the committee the recommendations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.
- 3) Establish broad guide lines for the requirements for majors.
- 4) Study and recommend to the faculty for its consideration such programs as honors work, colloquium seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).
- 5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.
- 6) Study and recommend to the faculty for its consideration new developments in audio-visual aids and other media for improving teaching methods and techniques.
- 7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

- Study and recommend general requirements for graduation from the College.
- 9) Study and acquaint the Faculty with new developments in higher education generally.

3. LIBRARY COMMITTEE

a. Functions

- 1) Act as liaison between faculty and library staff.
- 2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and these facilities of the Mendel Gottesman Library and other University libraries which have relationship to the curricular offerings of Yeshiva College in terms of the curricular offerings of the College.
- 3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

- 1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. SCHOLASTIC STANDING COMMITTEE

a. Functions

- 1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (e) disciplinary probation; (f) honors at graduation; (g) Dean's List; (h) student work load; (i) student employment and participation in extra-curricular activities.
- 2) Aid the Office of the Dean in the implementation of these policies.

5. WELFARE COMMITTEE

A. Functions

- The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the Faculty. As part of its duties it shall:
- 1) Seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.
 - 2) Study and recommend procedures to encourage and assist faculty members with (a) research (b) publications (c) participation in learned and professional societies.
 - 3) Hear and seek to resolve grievances of intra-and inter-relations of faculty and administration.

6. STUDENT ACTIVITIES POLICY COMMITTEE

a. Functions

- 1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliberations. Consenting advice by the Committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

Membership

- 1) No member of the Judiciary Committee may serve on this committee.

1543

To: Academic Deans & Directors

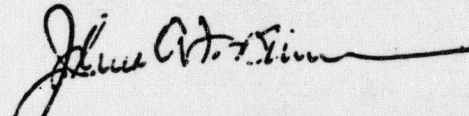
February 18, 1974

From: Joshua A. Fishman
Vice President for Academic
AffairsRe: Further guidelines
re tenure

The recently approved "Revised Statement of University Policy on Tenure and Appointments" is indicative of the President's and the Board's commitment to faculty tenure as a fundamental feature of academic life at YU. It is appropriate at this time, therefore, that we also face one of the possible consequences of tenure policies, particularly in periods of financial difficulty, namely the possibility of over-extending tenure to the point that too few or no new appointments can be made even when such are crucially needed. Clearly we must guard against this as judiciously and as consistently as possible.

Whereas some universities have adopted departmental quotas in this connection (e.g. CUNY's 50% policy) and others: departmental ranges (e.g. Union's "no less than 30% and no more than 70%" policy), YU has not worked out a set of guidelines to refer to in this area. It is quite important that such become available soon as part of each academic unit's procedures in processing tenure recommendations. Only in this way will it be possible to avoid the "locked-in" curricular and intellectual consequences that inevitably flow from inability to make new appointments.

Since this is a matter of some urgency as well as delicacy, I would like to ask you to establish an appropriate procedure at your school in order to examine this issue and in order to propose a set of guidelines in this connection, for review by University-wide bodies (some of which are already in existence and others which may yet be appointed), both at faculty and administrative levels. I would particularly like to stress the need for getting your unit's recommendations to me by the end of March.



JAF:em

cc: Deans Bacon, Gittler, Hoenig, Komar, Mirsky, Rabinowitz and Rosenthal (Green), Rabbis Faivelson, Besdin and Dr. Jaffe

NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICIAL EXHIBIT NO. E-58

Disposition

Identified Received Rejected In the matter of Joshua A. FishmanDate 6/22 Witness Reporter

No. Pages

STERN COLLEGE FOR WOMEN
FACULTY Fall 1974-75

DEPARTMENT

FULL TIME

PART TIME

UNIVERSITY

Art

Mr. R. Cantor
Mr. A. Elvaiah

Biology

Dr. B. Friedland (Chairman)*
✓ Dr. F. Goodman
Dr. B. Rosoff
✓ Dr. J. Grant
✓ Mr. M. Altman

Chemistry

Dr. N. Remes (Chairman)
Dr. S. Krumbein

Mrs. C. Dobin
Mrs. E. Orlan

Education

✓ Dr. S. Koenigsberg (Chairman)

Dr. C. Skorx
Dr. P. Kahn
Dr. J. Rossx

Dr. S. Sardy (FGS)
Dr. A. Jablonsky (FGS)

English

Dr. F. Plotkin (Chairman)**
Mrs. L. Hatvary
Dr. D. Shores
Dr. C. Silver
Dr. N. Vogel
Dr. A. Krakowski

Dr. M. Sorkin

French

Mrs. S. Laufer

German

Dr. E. Sar
Mrs. S. Schmidek
Prof. A. Tauber
Mrs. B. Wartel

Health Education

NATIONAL LABOR RELATIONS BOARD

OFFICIAL EXHIBIT NO. Emp 100

Disposition

Identified

Received

Rejected

Hebrew Studies

✓ Dr. S. Eidelberg (Chairman)
Dr. A. Bittmann
Mr. H. Dubitsky
✓ Dr. J. Feinstein
Dr. M. Havazelet
Mr. H. Kamri
Miss H. Kosak
✓ Dr. N. Rosenbloom

Dr. E. Kedar
Mr. S. Klein
Dr. E. Neiss

In the matter of

Date 11/2/74

Witness

Reporter HT

* Acts as Chairman of the Mathematics and Physics Departments

1545

STERN COLLEGE FOR WOMEN FACULTY Fall 1974-75 (Continued)

<u>DEPARTMENT</u>	<u>FULL TIME</u>	<u>PART TIME</u>	<u>UNIVERSITY</u>
History	Dr. D. Goldstein (Chairman) Dr. L. Grossman Prof. L. Dawidowicz	Dr. W. Korey Mr. M. Mashberg	
Judaic Studies	Rabbi S. Berman (Chairman) Dr. M. Gordon Rabbi A. Metzger Rabbi A. Weiss	Mr. H. Billet Rabbi Y. Blau Dr. Y. Felman Rabbi F. Schonfeld Miss S. Schwartz Rabbi A. Shurin	Rabbi M. Besdin (JSS) Rabbi D. Bleich (YP) Rabbi M. Schacter (YP)
Mathematics	Mr. D. Victor		Dr. N. Rosenfeld (B) Dr. R. Putz (B) Dr. E. Levy (YC)
Music			
Philosophy	✓ Dr. G. Appel (Chairman)	Mr. S. Carmy Mr. E. Bick	
Physics		Mr. R. Pena	
Political Science		Dr. S. Bernstein* Dr. M. Hecht	
Psychology	Dr. I. Belmont (Chairman)* Dr. M. Perlman Dr. E. Robinson		Dr. A. Givner (FGS) Mr. S. Donshik (WSSW)
Sociology	Miss I. Bick	Dr. C. Waxman Dr. L. Lister	
Spanish	✓ Mrs. N. Knopka		
Speech	Mrs. J. Golden Mrs. P. Schram	Miss E. Brandstein	

* Al Chairman of the Sociology Department

Stern College - Part-Time Faculty

Fall 1974

1546

Name	Rank	No. of contact hrs. in current semester	Semesters worked within last 3 yrs. & no. of contact hrs. for each semester	List P.T. affiliations at other schools of Y.U.	List any outside institution with which individual is know to be affiliated
Dr. Samuel Bernstein	Vis Assoc. Prof.	9	F/S 1973-74 9, 9 1972-73 9, 9 1971-72 9, 9		Baruch College
Ezra Bick	Lecturer	3		J.S.S.	
Shmuel Billet	Lecturer	6			
Yosef Blau	Lecturer	3	1973-74 3, 3		
Bleich, David	Vis Assistant Professor	6	1973-74 6, 6 1972-73 6, 6 1971-72 6, 6	Y.C.	Fairleigh-Dickinson University
Brar tein Eve	Lecturer	7			
Cantor, Richard	Lecturer	4		Y.C. & EMC	
Carney, Shalom	Lecturer	6			
Dobin, Cecily	Lecturer	6	1973-74 6, 6 1972-73 6, 6 1971-72 6, 6		
Elvaiah, Ahron	Lecturer	2		EMC	
Felman, Yehudi	Vis Assistant Professor	2			

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. Emp 101

Disposition { Identified _____
Received ✓
Rejected _____

In the matter of _____
Date 11/21/74 Witness _____
No. Pages _____

1547

<u>Name</u>	<u>Rank</u>	<u>No. of contact hrs. in current semester</u>	<u>Semesters worked within last 3 yrs. & no. of contact hrs. for each semester</u>	<u>List P.T. affiliations at other schools of Y.U.</u>	<u>List any outside institution with which individual is known to be affiliated</u>
Hecht, Michael	Vis Assistant Professor	6	1973-74 6, 3 1972-73 6, 6 1971-72 6, 6	YC	Y.H.S.
Kahn, Paul	Vis Professor	3			Adjunct Professor-Pace University New School for Soc. Research
Kedar, Ervin	Vis Professor	2	1973-74 2, 2	EMC	
Klein, Stanley	Lecturer	6	1973-74 6, 6		
Korey, William	Vis Associate Professor	3	1971-72 S:3 1972-73 3, 3		
Laur, Sophie	Lecturer	9	1971-72 9, 9 1972-73 9, 9 1973-74 9, 9		
Lister, Louis	Vis Professor	6	1973-74 2, 2 1972-73 3, 3		Hunter College
Mashberg, Michael	Lecturer	3			Y.H.S.
Neiss, Edmund	Lecturer	2			
Orlian, Ethel	Lecturer	6	1972-73 6, 6 1971-72 6, 6		
Pena, Raphael	Lecturer	10		G.A. Belfer	

1548

<u>Name</u>	<u>Rank</u>	<u>No. of contact hrs. in current semester</u>	<u>Semesters worked within last 3 yrs. & no. of contact hrs. for each semester</u>	<u>List P.T. affili- ations at other schools of Y.U.</u>	<u>List any outside institution with which individual is known to be af- filiated</u>
Ross, Judy	Lecturer	4	1973-74 6, 6		
Schachter, Melech	Vis. Assoc. Prof.	6	1972-73 6, 6 1971-72 6, 6		
Schwartz, Susan	Lecturer	3			
Schmidek, Shulamith	Lecturer	6	1973-74 6, 6 1972-73 9, 9		
Schonfeld, Fabian	Lecturer	3	1973-74 3, 3 1972-73 3, 3 1971-72 3, 3		
Shurin, Aaron	Lecturer	9	1973-74 9, 9 1972-73 9, 9 1971-72 9, 9		
Skor, Constance	Clinical Assistant Professor		1973-74 12, 12 1972-73 12, 12 1971-72 12, 12		
Sorokin, Max	Vis Professor	9	1973-74 9, 9		N.Y.U. (Ret.)
Tauber, Arthur	Vis Assistant Professor	2	1973-74 2, 2 1972-73 2, 2 1971-72 2, 2	YC	
Wartel, Beatrice	Lecturer	6	1973-74 5, 5 1972-73 5, 5		
Waxman, Jim	Vis Assistant Professor	6			Brooklyn College

STERN COLLEGE FOR WOMEN
YESHIVA UNIVERSITY

1549

Faculty Organization
Interim Document 1

Interim Document 1 constitutes those portions of the Report of the Faculty Organization Committee, presented to the Faculty in Spring 1967, that have been discussed and voted.

Attached are those portions not yet discussed and acted upon.

I. Faculty Meetings

(Revised and approved by the Faculty, May 10, 1967)

1. A. The Faculty shall meet no less than twice each semester, in October, December, March and May or June.
B. The Dean may at his discretion call additional regular meetings.
C. Due notice of all meetings shall be sent out by the secretary at least ten days prior to the meetings, and the notice shall include the agenda and the minutes of the previous meeting.
2. A. Special meetings shall be called by the Dean upon written request of one-fourth of the full-time members of the Faculty, or upon the request of a duly constituted committee of the Faculty.
B. Such requests shall include the object of the meeting.
3. A. Debates and discussions are to remain confidential.
B. Official announcements of actions taken by the Faculty may be made only by the Office of the Dean or such other office or person as may be authorized by the Faculty.
4. A. All full-time members of the Faculty and Professors Emeriti are entitled to vote at Faculty meetings.
B. All members of the Faculty will be invited to Faculty meetings and may participate freely in deliberations.
C. Part-time Faculty members who have been at the College three or more consecutive years and who teach three or more hours shall be entitled to vote.
5. A. The presiding officer at meetings of the Faculty shall be the Dean or such person as he may designate.
B. The Dean shall provide a secretary to serve as recorder at Faculty meetings.
6. A quorum shall consist of a majority of full-time Faculty members in residence.
7. All meetings of the Faculty shall be conducted in accordance with the latest edition of Robert's Rules of Order.

II. Departments

The question of departments was different from that of faculty meetings or committees. In these it involved matters of promotion and budgetary concerns and, therefore, this particular area could be formulated only as a recommendation to the administration.

1. Academic areas at Stern College shall be organized as Departments as defined below (Approved June 8, 1967)
2. Any subject area which offers a major must be organized as a department and said department must have 2 or more instructors one of whom is full-time. The motion was passed 9 to 6 as thus amended.

NATIONAL LABOR RELATIONS BOARD

Socket No. _____ OFFICIAL EXHIBIT NO. Emp 102

Disposition	{	Identified	_____
		Received	_____
		Rejected	_____

In the matter of _____
Date _____ Witness _____ Reporter AK
By _____

Portions of the Report of Faculty Organization Committee Yet to be Acted Upon.

2. Any subject area which offers a major or which offers one or more required courses must be organized as a department, e.g., Philosophy, Sociology, Mathematics, etc.
3. In order that every discipline be organized administratively, those areas which do not meet the above description, shall be allied with their most closely related discipline, and preferably with one that also does not offer a major, e.g., Political Science and Economics, etc.
4. A developing academic discipline will be considered ready to offer a major when for three consecutive years it has supported at least one full-time and one part-time instructor and when its curriculum offers the student a minimum of 24 credits countable towards a major.

COMMITTEES

2. Committee on Curriculum

The Committee on Curriculum shall consist of the Departmental Chairman and the Academic Dean. The Committee shall vote its own Chairman. This Committee shall provide for a bi-annual meeting with officials of the Student Council.

Committee on Faculty Welfare

3. The Committee on Faculty Welfare shall consist solely of seven full-time members of the Faculty and one part-time member, elected annually by the Faculty.

4. Committee On Academic Standing

The Committee on Academic Standing shall consist of the Academic Dean, who shall serve as its Chairman, and six Faculty members from the rank of Associate and Full Professor, to be chosen by the Academic Dean.

5. Committee on Student Life

The Committee on Student Life shall consist of the Dean of Students, the President of the Student Council, three Faculty members chosen by the Dean of Students, and three Faculty members chosen by the Student Body.

6. Committee on the Library

The Committee on the Library shall consist of the Academic Dean, the Stern College Librarian, and one Faculty member each from the Humanities, Sciences, Social Sciences and Jewish Studies, to be chosen jointly by the Academic Dean and the Stern College Librarian.

7. Committee on Admissions

The Committee on Admissions shall consist of the Academic Dean and four members of the Faculty chosen by the Academic Dean.

Every full-time Faculty member shall serve on one committee and no person shall serve on more than three.

III. Committees

1. Committee on Promotions
 - A. The Committee on Promotions shall consist of six Faculty members elected annually by the Faculty from the rank of full Professor with due attention that there be at least one member from the Humanities, the Sciences, the Social and Behavioral Sciences and Jewish Studies.
 - B. The Academic Dean shall serve as its Chairman.
 - C. Where departments are established, the Departmental Chairman shall propose candidates for promotion.
 - D. The Academic Dean shall review annually the record of each Faculty member and present for automatic consideration by the Committee all eligible candidates.
- [Revised and approved May 10, 1967]

NATIONAL LABOR RELATIONS BOARD

1552

Docket No. OFFICIAL EXHIBIT NO. *Engl 104*

Disposition

Identified ☒
Received ☒
Rejected ☐

STERN COLLEGE FOR WOMEN
YESHIVA UNIVERSITY

CONSTITUTION OF THE STERN COLLEGE SENATE

In the matter of _____
Date *11/2/74* Witness _____ Reporter *CH*
No. Pages _____

ARTICLE I - COMPETENCE

The area of competence of the Senate will encompass all matter affecting the Stern College Community, excluding matters relating to specific individuals.

ARTICLE II - MEMBERSHIP

- A. The Stern College Senate shall be composed of fifteen voting members chosen as follows:
1. One representative of the Office of the Dean.
 2. Six faculty representatives, at least one of whom shall be a member of the Jewish Studies faculty.
 3. One alumnae representative.
 4. Six student representatives: 2 seniors, 2 juniors, 1 sophomore, 1 freshman.
 5. One representative of the Office of Student Services.
- B. Faculty, alumnae, and student members will be elected for one or two year terms, as their constituencies may decide, by their respective bodies at a date they find suitable, but no later than 10 school days after the inception of the academic year.
- C. No elected representative may serve more than two consecutive years.
- D. Each member of the Senate shall have one vote.
- E. If a vacancy shall occur, the person or body which originally selected the member shall choose a replacement to serve the remainder of the unexpired term of office.

ARTICLE III - OFFICERS

- A. The officers shall be a chairman and a secretary.
- B. These officers shall be elected at the first Senate meeting of the academic year.
- C. These officers shall be elected by a simple majority of a quorum of the Senate as provided in Article IV, paragraph H.
- D. 1. The Chairman of the Senate shall convene and preside at all regular and special meetings of the Senate.
2. In the Chairman's absence, the secretary shall preside and select a member present to act as secretary protem.
3. The Chairman shall communicate at appropriate times with the President of the University, the Dean of the College as Chairman of the Faculty Assembly (the faculty meeting as a corporate body) and all other groups and individuals as directed by this constitution or by the Senate.

- E. 1. The Secretary of the Senate shall keep a record of all deliberations and of all reports and communications received and made by the Senate.
2. The minutes shall be made public after being approved.

ARTICLE IV - MEETINGS

- A. By a 2/3 vote of its members the Senate may adopt and amend by-laws for the conduct of its operations, not inconsistent with this Constitution.
- B. Unless otherwise provided in the by-laws, meetings shall be governed by the latest edition of Robert's Rules of Order Revised.

ARTICLE IV - MEETINGS (Cont'd)

- C. Senate meetings shall be open to all members of the constituencies listed in Article II, section A, except as provided below.
- D. The Senate reserves the right to meet in closed sessions, limited to members and invited participants.
- E. 1. The Senate shall meet no fewer than four times each semester.
- 2. Special meetings can be called by the Chairman on his own initiative or upon request of a quorum of the Senate.
- 3. The announcement of all meetings shall be made by mail to the Dean, to the President of Student Council and all elected representatives.
- F. A closed session may be convened by the chairman on his own initiative or by a quorum and shall be so announced at least two days prior to that meeting.
- G. Announcement of a meeting of the Senate shall be made not less than ten days prior to that meeting.
- H. A quorum shall consist of nine members being present, including three student representatives and three faculty representatives.

ARTICLE V - PROCEDURE

- A. Measures for discussion by the Senate shall be moved by
 - 1. members of the Senate in accordance with procedures of an agenda committee provided for in the by-laws of this Constitution, Article 3, or
 - 2. by automatic inclusion on its agenda of matters sent to it by the Faculty Assembly, faculty committees, and Student Council.
- B. Passage of Senate motions shall be by majority vote of Senators sitting.
- C. 1. Motions passed by the Senate will be sent to the Faculty Assembly and will thereupon automatically be placed on the agenda of the Faculty Assembly.
- 2. Failure of the Assembly to consider a Senate proposal within 20 school days of passage, or failure to reject it within 30 school days, shall be considered adoption, and the Chairman of the Senate will so communicate to the President of the University.
- D. Adoption by the Faculty Assembly will be forwarded to the President of the University by the Chairman of the Senate. It should be considered in effect unless and until he disapproves.

- E. If the Faculty Assembly rejects a recommendation it automatically returns to the Senate, which may revise and resubmit it at a later meeting of the Assembly, or may vote to forward the original proposal to the President, with a notation of Faculty rejection. It shall go into effect upon his approval.

ARTICLE VI - AMENDMENTS

- A. Amendments of the present Constitution may be proposed only by a member of the Senate.
- B. Amendments shall require a 2/3 majority of the voting membership of the Senate and shall not take effect until ratified by 2/3 of those present and voting at a Faculty Assembly, and 2/3 of those present and voting at a meeting of the Student Council.
- C. The effective date of an amendment shall in no case come earlier than the inception of the academic year following its ratification.

ARTICLE VII - INTERIM

- A. This Constitution shall go into effect upon approval of the President of the University upon recommendation of the Faculty Assembly and Student Council.
- B. The Dean of Stern College for Women shall convene the first meeting of the Senate.
- C. The Dean shall call such a meeting within 20 schooldays after the President's approval.

BYLAWS

ARTICLE 1. Written notice of a proposed amendment to the Bylaws shall be given with the announcement of the meeting at which it is to be acted on.

ARTICLE 2. The representative of the Office of the Dean shall call the first meeting of the Senate in each academic year.

ARTICLE 3. Agenda Procedure

- a. There shall be an Agenda Committee consisting of the Chairman of the Senate, the Secretary, and two other Senators, to be elected at the first meeting of the Senate for that academic year.
- b. All items for consideration shall be submitted to the Agenda Committee:
 1. In accordance with procedure set forth in Article V A-2.

1556

-5-

2. For determination which shall be placed directly on the Senate agenda.
3. For determination which shall be referred to Senate Committees and other bodies.

ARTICLE 4. Voting Procedure

- a. Voting shall be by yeas, nays, vote or show of hand.
- b. Any two members may ask for a roll call vote.

4-20/71 Rose #2 - House
Mark J. Sullivan

1557

0

YESHIVA UNIVERSITY

FACULTY REVIEW COMMITTEE

In THE MATTER of THE APPEAL

by PROFESSOR DORIS GOLDSTEIN,

CHAIRMAN of THE DEPARTMENT of HISTORY,

STERN COLLEGE, on BEHALF of DR. CAROL GRUBER

May 1, 1972

Members of the University
Faculty Committee

Morris Epstein (SCW)
Lewis M. Fraad (ABCOM)
Irving Linn, chairman (YC)
Nathan Stillman (FGS)
Everett Wilson (WSSW)

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. 911/109

Disposition

Identified

Received ☒

Rejected

In the Matter of

Date 11/2/74

No. Pages

Reporter HK

May 1, 1972

President Samuel Belkin
Yeshiva University
500 West 185th Street
New York, New York 10033

Dear President Belkin:

As chairman of the University Faculty Review Committee, I am transmitting to you the report of the Committee's deliberations in the petition to it by Professor Doris Goldstein, chairman of the History department of Stern College, on behalf of Dr. Carol Gruber, an untenured member of her department, who received notice of non-reappointment on December 21, 1970.

The chronology and nature of this Committee's deliberations are set forth in its report. Its conclusions fall into two areas:

1. The relation of Dr. Gruber to Yeshiva University.

Since Dr. Gruber was an untenured member of the faculty, the Committee cannot act, on the basis of its statutory charge, in such a way as to bring about her return to her teaching post. (page 3)

2. The authority delegated to departmental heads at Stern College.

Professor Goldstein has argued very cogently the case for the departmental chairman's priority in the matter of separation of a person from the staff. (page 4)

We hope, Mr. President, that you will accept the findings embodied in this report.

Very sincerely yours,

Irving Linn

Professor of English,
Chairman, the University
Faculty Review Committee

This matter has been directed as an appeal to the University Review Committee by Professor Doris Goldstein, chairman of the Stern College Department of History, on behalf of Dr. Carol Gruber, a member of her department, who received notice of non-reappointment from Dean David Mirsky on December 21, 1970. Dr. Goldstein interposed an objection to the intended action of Dean Mirsky in her capacity as department chairman, lauding Dr. Gruber as professionally competent and asking her retention on the staff. Dr. Goldstein's stand was upheld by two Stern College committees: the P & B Committee and the Welfare Committee, neither of which is a party to this hearing of the University Review Committee.

The basis of this appeal is the letter to this Committee dated May 31, 1971, submitted by Dr. Goldstein. Her letter to this Committee dated April 30, 1971, has appended to it a note from the Stern College Welfare Committee chairman, Professor Marcel Perlman, setting forth the already-stated sentiment of the Welfare Committee. No communication has been received from Dr. Carol Gruber on her own behalf, nor, it may be mentioned, was one necessary under the operating regulations of this committee.

BACKGROUND OF THE CASE:

The University Review Committee was first called upon in a letter by Professor Goldstein to the chairman, dated February 22, 1971, which stated her objection to Dean David Mirsky's notice of non-reappointment to Dr. Gruber dated December 21, 1970, and citing "financial reasons" as the cause. Appended to this letter to the chairman of the University Review Committee was a copy of a letter to Dean Mirsky dated December 21, 1970, in which Professor Goldstein sets forth an alternative solution involving another untenured, and, in her opinion, a more expendable colleague instead. This latter colleague, we are informed in the letter, resigned on December 26. Dean Mirsky refused to alter Dr. Gruber's status, explaining the deepening financial crisis of the University. Dr. Goldstein then wrote a letter directly to President Belkin, setting forth her position. To this she received no written reply. An oral message conveyed through Dean Mirsky confirmed the administrative decision. Dr. Goldstein then appealed to the University Review Committee, setting forth the facts cited above. She also added her evaluation of Dr. Gruber as an esteemed teacher, a praiseworthy scholar and a highly respected colleague and asked for adjudication by the University Review Committee. Dr. Gruber's professional qualifications, admittedly high, are not in dispute.

After consultation with all the members of the Committee, who had received copies of the February 21, 1971, communication, the chairman wrote to Dr. Goldstein on March 15, 1971, requesting her to "exhaust the grievance procedures" available at Stern College, and if she "is not satisfied with the local disposition of Dr. Gruber's case, she may appeal to the University Review Committee."

In such a contingency, she is "directed to present the findings of the Stern College Committee to the University Review Committee, which will then sit as an appeals body and review the findings of the Stern College committee."

On April 30, 1971, the chairman received a note to which was appended a statement from Professor Marcel I. Perlman, the chairman of the Stern College Welfare Committee:

Below you will find the sentiments of a memo submitted by the Welfare Committee to Dean Mirsky: ...that the Dean return two full-time faculty in the French and History departments. We feel that these departments cannot function properly and effectively as one-man departments. We further recommend the re-hiring of Drs. Gruber and Thau in view of their outstanding academic qualifications as most recently confirmed by the scholarly honors and recognition bestowed upon them.

The Stern College representative to the University Review Committee also sent along the following quotation from the April 1 faculty Minutes:

Dr. Perlman reported on behalf of the Faculty Welfare Committee that at their last meeting, prior to the one held tonight, it was agreed to send a memo to the Dean recommending that, in view of the enrollment in the French and History Departments, that:

- a) 2 full-time people were needed in each department, and
- b) in view of the academic calibre of Dr. Gruber and Dr. Thau, the Dean reconsider their re-hiring.
- c) The Dean's reply indicated that he would take these recommendations up with the University.

A new polling of the members of the University Review Committee showed that they felt that still not enough material had been presented to them for a review of this case. The chairman was in touch with Professor Goldstein again, requesting her to submit more of the facts in the case. Dr. Goldstein responded in a letter dated May 31, 1971, containing, among others, the following statements:

Dean Mirsky had responded to a petition signed by over 300 students urging the re-instatement of Dr. Gruber as a member of the Faculty by stating that "the Administration would review the situation."

"Dean Mirsky had called into question the role of any department chairman."

[page 4]

[page 4]

By the time this letter of May 31, 1971, was circulated, final examinations and commencement were at hand. The Committee postponed consideration of the case until the next academic year, especially as it was not foreseen that there would be any change of personnel in the Review Committee. Nor was there, except that Dr. Harry Rauch of Belfer is at present on leave.

At its meeting of March 10, 1972, the Committee decided to invite Professor Goldstein and Dean Mirsky to appear before it. Both invitations were accepted. Professor Goldstein again spoke very favorably about the competence of Dr. Gruber, who through Columbia University is the recipient for the current year of a graduate fellowship and who would be ready to resume her former position at Stern College, were it offered to her. She also spoke about the Dean's disregarding her professional judgment concerning the makeup of the History department and imputed the absence of a stronger faculty stand to a languor in the faculty, born of a feeling of impotence in non-classroom roles. She also stated that since she has been on leave from the University from the beginning of the present academic year, visiting part-time appointees have been covering the classes in the History department.

Dean Mirsky gave the following testimony: That early in the academic year, even before the grave financial crisis of the University became so menacing, it was realized that, owing to a noticeable decrease in registration for the then-current academic year, there would have to be a serious reduction in staff. It was decided that for budgetary reasons the services of six non-tenured positions would have to be eliminated. As it turned out there were two resignations 1) a place in the History department, a resignation already alluded to, and 2) a place in the Jewish Studies department. Neither of these places was filled as a career spot, he added.

Dean Mirsky stated that he had preferred Mr. Allen Pollack over Dr. Gruber because Mr. Pollack would be a more difficult person to replace since his area of interest is Russian-Middle Eastern history. Dean Mirsky said it is not difficult to obtain part-time historians interested in American history, but it is hard to find someone with Mr. Pollack's background who would be willing to come in for a few hours every week. Dean Mirsky denied that he had acted autocratically. He stated that he had consulted with Dr. Goldstein in the matter and that she had counseled him otherwise. He was aware, too, that Dr. Goldstein had gone over his head to the President both because she had told him that she would and because the President had spoken to him about Dr. Goldstein's communication and confirmed the course of action that he was following. He had acted, he stated, within the framework of the rules of procedure left behind by his predecessor as Dean, Dr. Frimer, and in accordance with the charge given him by the President upon his appointment as Dean. The Committee, after excusing Dean Mirsky with thanks, proceeded to its deliberations.

CONCLUSIONS OF THE UNIVERSITY REVIEW COMMITTEE:

The Committee concludes on the basis of the written materials furnished it by Professor Goldstein and others and on the oral testimony provided by Dean Mirsky and Professor Goldstein:

1. Since Dr. Carol Gruber was an untenured person the Committee cannot act, on the basis of its statutory charge, in such a way as to bring about her return to her teaching post.

It is, to say the least, questionable, the Committee feels, for the Dean of a component school of the University to make a removal merely in consultation with the head of the department. The representatives of the three graduate schools stated that appointments and separations of persons from the faculty of their schools are carried out by the involved department chairmen. The need for such action, especially when dictated by budgetary considerations or enrollment needs, may, of course, be initiated by the Dean in consultation with the department chairman, but it is the department chairman in the three graduate schools who makes the decision as to persons in consultation with the Dean. The University Review Committee believes that this universally accepted academic practice should be made uniform for the entire University.

Since in the final analysis, it is the President in whom ultimate responsibility rests, he alone makes the crucial decision. Dean Mirsky stated that he had talked to the President about the Carol Gruber case and that the President confirmed the decanal action. Professor Goldstein surely did not strengthen her position by appealing directly to President Belkin. Some members of the Committee felt that she had prejudiced it by not making a stronger effort within the machinery of Stern College by asking Dean Mirsky to communicate to Dr. Belkin her exception to his decision.

2. This case indicates the wide range of practices which prevail in the appointment and separation procedures operating at present in the several schools of the University. Professor Goldstein has argued very cogently the case for the departmental chairman's priority in the matter of separation of a person from the staff. She sounds a firm note when she says that a professional historian knows best the requirements for a well-formed history department. The broader considerations of market place availability really add little to the efficient functioning of any department.

The members of the University Review Committee would like to see a uniform policy of hiring and separation introduced for all the component schools of the University and the practices set forth clearly. With this in mind it has elected to send copies of this report to the President, his administrative staff, the Deans within the University, all department heads and divisional chairmen, all chairmen of welfare committees, payroll and budget committees, the Faculty Handbook Committee, committees on promotion and separation, and all other chairmen of interested committees.

Respectfully submitted,

The Yeshiva University Faculty Review
Committee

Irving Linn, chairman (YC)
Morris Epstein (SCW)
Lewis M. Fraad (AECOM)
Nathan Stillman (FGS)
Everett Wilson (WSSW)

May 1, 1972

YESHIVA COLLEGE FACULTY

FALL 1974 - 75

A. LANGUAGE, LITERATURE and the FINE ARTS (Dr. David Fleisher, Chairman)

	<u>Full-time</u>	<u>Part-time</u>	<u>University</u>
I. <u>Art</u>			
	Dr. Maurice Chernowitz, Prof.		
II. <u>English</u>			
	Dr. David Fleisher, Prof., Senior Prof.	Mr. Louis Finkelman, Vis. Lecturer	
	Dr. Paul Connolly, Asst. Prof.	Mr. Isaac Mozeson, Vis. Lecturer	
	Dr. Joan Haahr, Asst. Prof.	Mrs. Judith Watts, Vis. Lecturer	
	Dr. Seymour Lainoff, Prof.		
	Dr. Irving Linn, Prof.		
	Mr. Leo Taubes, Instructor		
	Dr. Manfred Weidhorn, Prof.		
III. <u>Classics</u>			
	Dr. Louis Feldman, Prof., Senior Prof.		
IV. <u>French</u>			
	Dr. Pauline Kra, Assoc. Prof., Senior Prof.	Dr. Viviane Ryan, Vis. Asst. Prof.	
		Mr. Sheldon Schwartz, Vis. Lecturer	
V. <u>German</u>			
	Mr. Thomas Knudsen, Instructor		
VI. <u>Music</u>			
	Dr. Edward Levy, Asst. Prof.		
VII. <u>Russian</u>			
	---	Dr. Arash Bormanshinov, Vis. Asst. Prof.	

NATIONAL LABOR RELATIONS BOARD
 28C1665
 Docket No. _____
 In the matter of _____
 Date 12/15/74
 No. Pages _____

LANGUAGE, LITERATURE and the FINE ARTSFull-timePart-timeUniversityVIII. Spanish

- - -

Dr. Antonio Sacoto, Vis. Assoc. Prof.
Ms. Joan Warshall, Vis. Lecturer

IX. Speech

Dr. Abraham Tauber, Prof., Senior Prof.
Dr. Anthony Beukas, Asst. Prof.
Dr. Laurel Keating, Asst. Prof.
Mrs. Shirley Lauro, Instructor

Ms. Eve Brandstein, Vis. Lecturer
Mrs. Rebecca Stearns, Vis. Lecturer

1565

B. NATURAL SCIENCES (Dr. Eli Levine, Chairman)

Full-time

Part-time

University

I. Biology

Dr. Moses D. Tendler, Prof., Senior Prof.
Dr. Maureen Friedman, Asst. Prof.
Dr. Saul Wischnitzer, Professor

Ms. Angelo Chen, Lab. Asst.
Dr. Max Hamburg, Vis. Assoc. Prof.
Dr. Barry Kendler, Vis. Lecturer

Mr. Morris Altman, Instructor (S)

II. Chemistry

Dr. Eli Levine, Prof., Senior Prof.
Dr. Samuel Blackman, Assoc. Prof.
Mrs. Ida Dobkin, Instructor
Dr. Ezra Levy, Assoc. Prof.

Mr. Philip Gellis, Vis. Lecturer
Dr. Marvin Welcher, Vis. Lecturer

Dr. Max Lipsicas, Professor (S)
Dr. Karl Meyer, Professor (S)

III. Information Science

Dr. Emil Grgin, Vis. Asst. Prof.

Dr. Charles Berger, Professor (S)
Dr. Graham Frye, Assoc. Prof. (S)

IV. Mathematics

Dr. Henry Lisman, Prof., Senior Prof.
Dr. Jonathan Ginsberg, Assoc. Prof.

Dr. Melvin Berger, Professor (S)
Dr. Adam Koranyi, Professor (S)
Dr. Arnold Labow, Professor (S)
Dr. Charles Patt, Asst. Prof. (S)
Dr. Robert Putz, Instructor (S)

1566

NATURAL SCIENCES

Full-time

Part-time

University

VI. Physics

Mr. Perez Posen, ~~Asst. Prof.~~ Senior Prof.
ASST.

Dr. Ralph Behrends, Professor (B)
Dr. Michael Bell, Asst. Professor (B)
Mr. Leonard Brandwein (U)
Dr. Fred Cooper, Asst. Professor (B)
Dr. David Finkelstein, Professor (B)
Dr. Fred Pollak, ~~Assoc. Prof.~~ Professor (B)
Dr. Paul M. Raccah, Professor (B)
Dr. Arthur Woodruff, Assoc. Professor (B)

1567

C. SOCIAL SCIENCES (Dr. Helmut Adler, Chairman)

Full-time

Part-time

University

I. Economics

Dr. Aaron Levine, Asst. Prof., Senior Prof.

Dr. Philip Ernst, Vis. Asst. Prof.

Mr. Robert Funschelle (U)

II. Education

Dr. Sidney Fleakin, Professor (U)

III. History

Dr. Albert Marrin, Assoc. Prof., Senior Prof.
Mr. Robert Goldberg, Instructor

Mr. Steven Bayme, Vis. Lecturer
Dr. Ervin Kedar, Vis. Professor
Mr. Allen Pollack, Vis. Asst. Prof.

Mr. Zevulun Charlop, Lecturer (U)

IV. Library

Mr. Donald Deitch, Librarian
Mrs. Edith Lubetski, Librarian

V. Philosophy

Dr. Sol Roth, Vis. Asst. Prof.
Mr. Ira Schnall, Vis. Lecturer
Mr. Joshua Shmidman, Vis. Lecturer
Dr. Walter Wurzbarger, Vis. Assoc.,
Professor

Dr. Arthur Hyman, Professor,
Senior Professor (U)
Dr. Aage Peterson, Professor (B)

SOCIAL SCIENCES

Full-time

VI. Physical Education

VII. Political Science

Dr. Ruth Bevan, Assoc. Prof., Senior Prof.
(on leave of absence)
Dr. Gurcharan Singh, Asst. Professor

VIII. Psychology

Dr. Helmut Adler, Prof., Senior Prof.
Dr. Manny Sternlicht, Professor

IX.

IX. Sociology

Ms. Susan Maizel, Instructor

Part-time

Mr. Neil Ellman
Mr. Jonathan Halpert
Mr. Allen Kampf
Mr. Lorand Marcell
Mr. Alvin Rapp
Mr. Matthew Shatzkes
Mr. Harvey Sober
Mr. Arthur Tauber, Vis. Asst. Prof.

Mr. Joshua Berkowitz, Vis. Lecturer
Mr. Bernard Firestone, Vis. Lecturer
Dr. Michael Hecht
Dr. Gary Schiff, Vis. Asst. Prof.

Dr. Aaron Rabinowitz, Vis. Asst. Prof.

Mr. Aron Halberstam, Vis. Lecturer
Mr. Jacob Lindenthal, Vis. Assoc. Prof.

University

Dr. Carl Auerbach, Asst. Prof.
Dr. Allen Goldstein, Assoc. Prof.
Dr. Aaron Hershkowitz, Assoc. Prof.

D. JEWISH STUDIES (Dr. Irving Agus, Chairman)

Full-time

Part-time

University

I. Hebrew

Dr. Asher Siev, Prof., Senior Prof.

Mr. Shalom Carmy
(Vis. Lecturer)

Dr. Michael Katz

Dr. Moshe Carmilly, Professor(E)
Dr. Mayer Herskovics, Professor(E)
Dr. Elazar Hurvitz, Assoc. Professor(R)
Dr. Hayim Leaf, Professor (BRGS)
Dr. Mitchell Orlian, Asst. Professor(E)
Dr. Philip Paretzky, Instructor(YF)
Dr. Moshe Sokolow, Asst. Professor(E)
Mr. Pincus Wollman, Instructor(E)

II. History

Dr. Irving Agus, Prof., Senior Prof.

Mr. Louis Bernstein, Instructor(E)
Dr. Mayer Feldblum, Professor(R)
Dr. Mayer Herskovics, Professor(E)
Dr. Moshe Sokolow, Asst. Professor(E)

III. Yiddish

- - -

Mrs. Gella Fishman
(Vis. Lecturer)

1570

September 1974

YESHIVA COLLEGE

Upon recommendation of the Administration, Faculty and Student Body of Yeshiva College, the President approved the establishment of a Senate to govern the affairs of the College as specifically set forth below, and in accordance with the ideals and goals of this institution. Its intent is to share responsibility for the operations and improvement of the College among the groups that constitute the College.

This new development at Yeshiva College is the outcome of cooperation among Administration, Faculty and Students who comprise the College, and will redound, it is hoped, to the best interests of the College and its traditions in its continued growth.

CONSTITUTION OF THE YESHIVA COLLEGE SENATE

(In effect June 1969, with later amendments as indicated, through June 1974)

ARTICLE I. COMPOSITION AND ORGANIZATION

Section 1. The Yeshiva College Senate shall be composed of members of the Administration, the Faculty, the Student Body, and the Alumni as follows:

- a) Administration: The Dean of the College, the Vice President for Student Affairs, the Registrar, and the Director of Admissions shall serve ex officio, and one other University academic officer designated by the President. (Amended 4/1/71)
- b) Faculty: Eight full-time faculty members, with each rank represented, preferably two from each rank, elected by the Faculty Assembly for two-year overlapping terms, four each year. (Amended 5/27/71)
- c) Students: Six students (three or four incoming Seniors and the remainder incoming Juniors) selected by the incoming Student Council, in the manner prescribed by the Yeshiva College Student Council Constitution, in accordance with section 2 of this article. (Amended 4/13/72)
- d) Alumni: One alumnus appointed by the Yeshiva College Alumni Association. The Alumni Association may designate an alternate who shall serve only in the absence of the regular representative. (Amended 10/10/69, 6/15/70)

Section 2.

- a) The sophomores chosen each year shall serve for two years, and the juniors for one year. (Amended 10/19/72)
 - b) Student candidates for the Senate shall be required to have at least a 3.000 cumulative academic average, and shall be required to maintain this average during their term of office. In all other respects, the election and tenure of the student members shall be governed by the regulations pertaining to other extracurricular activities.
 - c) All students who meet the above qualifications are eligible to serve on the Senate, with the exception of the President of the Yeshiva College Student Council, and the Editor-in-Chief of the Commentator.
- Section 3. If any member resigns, or is found ineligible for office, the body which originally elected him shall elect a replacement to serve the remainder of the unexpired term of office. (Renumbered and rearranged 12/70)

Section 4. The faculty and student members of the Senate shall be selected in the Spring semester of each year, during the month of May, on a date to be determined by the Senate, and shall assume office immediately. The results of the elections shall be publicized to the Yeshiva College community. (Renumbered and transitory provisions omitted 12/70)

Section 5. The first session of the Senate each year shall be called by the Dean in June. Thereafter the elected chairman shall call the Senate into session at his discretion, but not less frequently than once a month during the school year. Meetings must be called when requested by a majority of the members. (Renumbered 12/70)

Section 6. At its first session each year, the Senate shall elect a Chairman and a Secretary. The Chairman shall be a student or faculty member and shall not vote except in the case of a tie. (Amended 5/28/70)

Section 7. The Secretary shall keep a record of all deliberations and of all reports and communications received by the Senate, and shall make the minutes public to the Faculty and to the Student Body.

Section 8. Each member of the Senate shall have one vote. (Amended 10/10/69)

Section 9. All policy decisions of the Senate shall be made by simple majority vote, and in all procedural matters the Senate shall follow Robert's Rules of Order.

Section 10. A quorum shall consist of twelve members, with at least two from each group (except the Alumni) being present. (Amended 6/15/70)

ARTICLE II. SCOPE

Section 1. The Senate shall have jurisdiction over the academic affairs of the college, as specifically set forth below:

- a) Academic standards, admissions policy, curriculum and requirements for degree.
- b) The establishment of new majors, and new courses. In the above matters, the Senate shall be required to consult with the Department and Division Heads involved before voting on the issue.
- c) Determination of policy on: 1) standards of scholastic performance; 2) student attendance; 3) the grading system; 4) academic honors.
- d) Discussion and disposition of all matters submitted to it by the Administration, the Faculty, the Student Council, and the Yeshiva College Alumni Associate (Amended 5/23/74)

Section 2. The Senate shall make policy recommendations to the appropriate bodies on matters affecting faculty welfare, including appointments, promotions, leaves of absences, honors, and remuneration.

Section 3. All measures passed by the Senate shall be submitted to the President and the Faculty Assembly, both of whom shall have the power of veto, the latter by a two-thirds majority vote of its members present. Any measure not vetoed within fifty school days (classes in session) after its communication to the President and Faculty Assembly shall be considered adopted. A recommendation of the Senate may also be approved by affirmative action of the Faculty Assembly within the fifty day limit; such action shall be communicated to the President, and upon his approval the measure shall be effective. (Amended 12/18/69)

Section 4. The Senate shall have no jurisdiction over the administration of Academic regulations and the awarding of academic honors to students, i.e. admission, probation, dismissal, academic honors and prizes.

Section 5. The Senate shall have no jurisdiction over extra-curricular activities or the administration of student discipline.

ARTICLE III. COMMITTEES

Section 1. Two student members shall be appointed for one year by the Student Council to the following committees: Curriculum and Instruction, Welfare, Library, Student Activities Policy, Scholastic Standing, whose present membership, organization and scope are described in the sections of the Yeshiva College Faculty Statute appended hereto. Student members of the Welfare and Scholastic Standing Committees shall participate in all activities of the committees except when they deal with specific individuals and cases.

Section 2. All Committees shall report to the Senate as well as to the Faculty Assembly.

ARTICLE IV. AMENDMENTS

Section 1. Amendments to the present constitution shall require a two-thirds (2/3) majority vote of the voting membership of the Senate. Notice of a proposed amendment must be included with the announcement of the meeting.

APPENDIX

Pertinent sections of the Yeshiva College Faculty Statute, included in accordance with Article II, Section 1:

2. COMMITTEE ON CURRICULUM AND INSTRUCTION

a. Functions

- 1) Carry on continuous review of current course offerings and refer to the appropriate departments suggestions (including those of students) made to improve curricular offerings by adding or deleting courses.
- 2) Review recommendations of the departments for the addition or deletion of courses. If approved by the committee, such recommendations shall be circulated to the entire faculty. If there is no objection within one month from any department or the Dean, the recommendation shall go into effect. If there is any objection the recommendation shall be discussed jointly by all affected parties, and if there is still no agreement, the recommendation shall be referred to a meeting of all departmental representatives for decision. If disapproved by the committee the recommendations shall be returned to the originating department for reconsideration. In the event of failure of the committee and the department to agree the question shall be referred to the Assembly.
- 3) Establish broad guide lines for the requirements for majors.
- 4) Study and recommend to the faculty for its consideration such programs as honors work, colloquium seminars, and advanced placement programs (the administration of these programs to be the task of the Scholastic Standing Committee).
- 5) Study the impact and effectiveness of national standardized tests in the light of our courses of study.
- 6) Study and recommend to the faculty for its consideration new developments in audio-visual aids and other media for improving teaching methods and techniques.
- 7) Study and acquaint the faculty with national symposiums, conferences, and educational programs, and encourage participation in such meetings.

- 8) Study and recommend general requirements for graduation from the College.
- 9) Study and acquaint the Faculty with new developments in higher education generally.

3. LIBRARY COMMITTEE

a. Functions

- 1) Act as liaison between faculty and library staff.
- 2) Study and acquaint the Faculty with the resources and problems of the Pollack Library and those facilities of the Mendel Gottesman Library and other University libraries which have relationship to the curricular offerings of Yeshiva College in terms of the curricular offerings of the College.
- 3) Make recommendations for the improvement of library conditions in general and for smooth library operation.

b. Membership

- 1) The Director of Libraries and the Librarians of the Pollack and Gottesman Libraries shall be consultants to the Committee.

4. SCHOLASTIC STANDING COMMITTEE

a. Functions

- 1) Study and recommend to the faculty policies on: (a) scholastic standards and performances; (b) student absences; (c) the grading system; (d) minimal student performance and academic probation and dismissal; (e) disciplinary probation; (f) honors at graduation; (g) Dean's List; (h) student work load; (i) student employment and participation in extra-curricular activities.
- 2) Aid the Office of the Dean in the implementation of these policies.

5. WELFARE COMMITTEE

a. Functions

The Welfare Committee shall concern itself with matters affecting the morale and the physical and material welfare of the Faculty. As part of its duties it shall:

- 1) Seek to ensure maximum benefits for the faculty and call to the attention of the faculty matters which in its judgment call for study and action.
- 2) Study and recommend procedures to encourage and assist faculty members with (a) research (b) publications (c) participation in learned and professional societies.
- 3) Hear and seek to resolve grievances of intra- and inter-relations of faculty and administration.

6. STUDENT ACTIVITIES POLICY COMMITTEE

a. Functions

- 1) Consider questions of policy for student activities submitted to it by the Yeshiva College Student Council and advise the Council of the result of its deliberations. Concerning advice by the Committee on a given matter shall exempt those acting in accordance with this advice from the lodging of charges with the Student Activities Judiciary Committee.

b. Membership

- 1) No member of the Judiciary Committee may serve on this committee.

ERNA MICHAEL COLLEGE FACULTY
FALL 1974 - 75

	<u>Full-time</u>	<u>Part-time</u>	<u>University</u>
<u>I</u> Bible	Dr. Mayer Herskovics, Prof., (Sr. Prof.) Dr. Moshe Carmilly, Prof. Dr. Mitchell Orlian, Asst. Prof. Dr. Moshe Sokolow, Asst. Prof.	Dr. Charles Chavel, Visiting Prof. Dr. Yehudi Felman Visiting Asst. Prof. Dr. Abraham Rapaport Vis. Asst. Prof.	Rabbi David Derovan, Instructor (CSD) Rabbi Pesach Oratz, Asst. Prof. (J) Dr. Meir Havazelet, Prof. (S)
<u>II</u> Education	Dr. David Kadosh, Asst. Prof.	Dr. Aaron Rabinowitz, Vis. Asst. Prof.	Rabbi Oratz, Asst. Prof. (J)
<u>III</u> Hebrew	Dr. Hayim Leaf, Prof., (Sr. Prof.) Rabbi Louis Bernstein, Instructor Mr. Yitzchak Sabban, Instructor Mr. Pinchas Wollman, Instructor		
<u>IV</u> History	Dr. Moshe Carmilly, Prof., (Sr. Prof.) Dr. Moshe Sokolow, Asst. Prof. Rabbi Louis Bernstein, Instructor	Rabbi Jay Marcus, Instructor	Dr. Hayyim Cohen, Visiting Prof. (SSI)
<u>V</u> Jurisprudence	Dr. David Kadosh, Asst. Prof. Rabbi Chaim Gulevsky, Instructor Rabbi Israel Wohlgelernter, Asst. Prof.	Dr. Joseph Wanefsky, Vis. Asst. Prof.	Rabbi Mitchell Serels, Instructor (SSI)
<u>VI</u> Philosophy	Dr. David Kadosh, Asst. Prof. Rabbi Israel Wohlgelernter, Asst. Prof.	Dr. Norman Lamm, NATIONAL LABOR RELATIONS BOARD Assoc. Prof.,	

Docket No. _____ OFFICIAL EXHIBIT NO. C-115

Disposition { Identified ✓
Received ✓
Rejected _____

In the matter of _____
Date 12/15/74 Witness _____ Reporter MC
No. Pages _____

ERNA MICHAEL COLLEGE FACULTY

Fall 1974 - 1975

.2

	<u>Full-time</u>	<u>Part-time</u>	<u>University</u>
<u>VII</u> Sociology		Mr. Zvi Reich, Instructor	Dr. Abraham Stern, Assoc. Prof. (CSD) Mr. Stephen Donshik, Asst. Prof. (W)
<u>VII</u> Talmud	Rabbi Chaim Gulevsky, Instructor Rabbi Aron Kreiser, Instructor Rabbi Joseph Lerner, Instructor Rabbi Israel Wohlgelernter, Asst Prof.	Dr. Aaron Rabinowitz, Vis. Asst. Prof.	

1576

JAMES STRIAR SCHOOL FACULTY

FALL 1974 - '75

	<u>Full-time</u>	<u>Part-time</u>	<u>University</u>
I Bible	Rabbi P. Oratz, Asst. Prof., Chairman Rabbi A. Berman, Instructor Rabbi B. Blech, Instructor Dr. Morris Gorelik, Instructor		Dr. W. Orenstein Instructor (TIW)
II History		Dr. A. Neuschloss, Instructor	
III Hebrew		Mr. Samuel Schneider, Instructor Mr. H. Sober, Instructor	Mr. H. Dubitsky, Instructor (SCW) Dr. A. Siev, Instructor (YC)
IV Judaic Studies	Rabbi S. Siff, Asst. Prof. Rabbi B. Blech, Instructor	Rabbi Ezra Bick, Instructor Mr. H. Billet, Instructor Rabbi P. Reiss, Instructor	Dr. W. Orenstein, Instructor (TIW)
V Talmudic Literature	Rabbi Maier Fulda, Asst. Prof. Rabbi S. Siff, Asst. Prof. <i>Chairman</i> Rabbi A. Berman, Instructor Rabbi B. Blech, Instructor Dr. Morris Gorelik, Instructor	Rabbi S. Riskin, Vis. Asst. Prof. Mr. H. Billet, Instructor Rabbi P. Reiss, Instructor	

NATIONAL LABOR RELATIONS BOARD

Docket No. _____ OFFICIAL EXHIBIT NO. E-118

Disposition { Identified ✓
Received ✓
Rejected _____

In the matter of _____
Date 1/8/75 Witness _____ Reporter [Signature]
No. Pages _____

Minutes of J.S.S. faculty meeting held on Wed. June 13, 1973 in Furst Hall. Present were: Rabbis Berman, Blech, Fulda, Oratz, Reiss, Riskin, Siff, Dr. Neuschloss, Dr. Orenstein, Dr. Siev, Messrs. Huffman, Schneider, and Sober.

The meeting was opened by Rabbi Besdin at 9:45 A.M. with the comment that he had prepared a long and detailed agenda for this meeting, copies of which were distributed to all present. Rabbi Fulda moved that in view of the length of the agenda we dispose with the minutes of the previous meeting. There was no opposition to the motion.

Following the order of the agenda, Rabbi Besdin introduced the first item: Instruction in Hebrew language. He noted that there was a general feeling among the faculty, including the Hebrew instructors, that our Hebrew curriculum has not been sufficiently effective, and that this condition is reflected in the textual weakness of many students. Mr. Huffman stated that we should give more emphasis to the study of basic Hebrew grammar which is essential for textual proficiency. Most students, he said, are bored by grammar and language drill and are constantly asking for conversational Hebrew which they find easier and more interesting. But if we want to give them textual skills we must change the texts from modern Hebrew to solid texts in Biblical grammar and language. Mr. Schneider said, that there should be more consultation between the Hebrew instructors and the other instructors of each class, so that Hebrew instruction may be geared to support the language skills needed for the textual studies in that class. Mr. Sober said that Hebrew grammar can be made more interesting by offering more explanation of the structure of the language, and by using illustrations from Bible and Prayer texts with which students are familiar. We cannot expect adult students to respond to the study of Hebrew grammar unless we teach it with great enthusiasm and use every dramatic effect to impress them with its value. Rabbi Besdin pointed out that not all instructors have this talent. Dr. Siev expressed the opinion that we must be more insistent upon correct spelling, vocalization, and penmanship and that this can best be done by short homework exercises, required for each class meeting, to be corrected and reviewed in each class session. Rabbi Oratz suggested that in the Freshman Hebrew classes a concentrated effort be made to teach and drill the conjugation of the verb in all tenses, and particularly the He and Ad that are so frequently used in the Bible.

Docket No. _____ OFFICIAL EXHIBIT NO. C-121

Disposition

Identified ✓

Received ✓

Rejected _____

In the matter of _____

Reverend _____

There followed a lengthy discussion in which almost all faculty present participated, arriving at a consensus that a committee consisting of all the Hebrew instructors be designated to evaluate the Hebrew curriculum with particular attention to choice of text and teaching methods. Dr. Neuschloss so moved, seconded by Rabbi Oratz. Approved unanimously. Rabbi Besdin requested that the committee meet during this month so that possibly some of its recommendations may be implemented for the Fall semester.

Item II - Reading. Rabbi Besdin brought up the problem that some of our students do not achieve the facility for correct and fluent Hebrew reading and that this impedes all their textual studies. Rabbi Riskin suggested that students be guided and trained in phonetic syllable reading rather than word reading. The trend in most schools today is to return, in great part, to phonetics, instead of word reading. This is all the more necessary for our students since they begin with so little word recognition. Mr. Schneider suggested that more care be given to correct reading in class recitation. Rabbi Besdin suggested that students be urged to shorten their daily prayers to the essentials and read the reduced quantity with greater care and precision.

Item III - Bible. Rabbi Besdin raised the perennial issue of a proper balance between text and commentary. Rabbi Oratz stated that there simply wasn't sufficient time to do even half of Leviticus in the first semester of the Jr. year and that of necessity he must be selective; nor can Numbers be done in the second semester of the Jr. year, or all of Deuteronomy be learned in Sr. years. The instructor must, therefore, select the sections that are most valuable to students. Dr. Orenstein agreed with Rabbi Oratz and added that if we do not provide commentary and discussions and stick only to text translation, we are bound to lose the interest of our students. The real issue is the balance of the two, and the interest of our students. The real issue is the balance of the two, and this often depends on the nature of the class, its background and interest. Rabbi Blech stated that the commentary be given out of the texts of the basic commentators so that the students improve their textual skill even

as they broaden their understanding. Rabbi Besdin remarked that it is necessary that each instructor have a detailed master syllabus and that it be adjusted to the level of each class. Rabbi Besdin also offered to meet with each instructor to discuss and review with him the syllabi of his Bible courses.

Item 4 - Talmud. Rabbi Besdin reported that YP faculty decided to learn Tractate Shabbat for a second year 1973-74. A discussion followed as to advisability for J.S.S. to teach the same Shabbat. Rabbi Siff said that he finds it beneficial for his class to learn the same Shabbat as YP. Rabbi Riskin stated that for his students in Soph. A, Tractate Shabbat was most valuable and Rabbi Blech wished to teach Shabbat. After a brief discussion it was agreed to allow each instructor to choose the Talmud text and report his choice promptly to Rabbi Besdin so as to include it in the Fall schedule.

Item 5 - Approbation of AA degree. Rabbi Besdin presented the list of seniors (prepared by the Registrar's office) who are candidates for the AA degree, and asked whether any faculty member has any objection to any candidate. There was no objection and the entire list thus received the approbation of the faculty.

Item 6 - Guidance. Rabbi Besdin reported that the student-faculty committee at its last meeting voted to make a basic change in the guidance procedure of our School. Up to now, guidance was done during class hours, and students were called out of class for prearranged guidance conferences. The new procedure would limit this practice to the Freshman class and would make guidance for upper classmen voluntary, to be initiated by request of student and arranged for after class hours. Rabbi Besdin asked for opinions of faculty members.

Rabbi Siff stated that the new procedure would weaken the guidance program, since, he felt, that many who need the guidance will not request it, also because convenient after class hours cannot be easily arranged. Dr. Orenstein expressed the opinion that beyond the Freshman year, guidance is of limited value unless it is sought by student, and that taking 2 or 3

students out of one class for a half hour or more, causes a loss for the students and some disruption in the class. Rabbi Besdin stated that he is in agreement with Rabbi Siff in opposition to new procedure, but feels that this is a matter for students and faculty to decide. After considerable further discussion, Rabbi Fulda moved, seconded by Dr. Orenstein, that the above recommendation of the student-faculty committee in regard to guidance procedure be adopted. The motion was carried with Rabbis Siff and Berman voting the negative.

Item 7 - Admission Policy. Rabbi Besdin raised the pressing issue in regard to high school graduates who do not qualify for YP or EMC and want to apply to J.S.S. Rabbi Fulda stated that such students be interviewed very carefully to determine cause for their previous failure and only students of good ability and true dedication to study be accepted. This opinion was supported by all speakers. Rabbi Besdin responded that there is often great pressure on behalf of such students but he will continue to screen them carefully.

Item 8 - Good and Welfare. Rabbi Oratz asked about the prospect of salary increases for the coming year. Rabbi Besdin replied that he knows that the college faculty is negotiating for an increment and that if this is granted, there will, as usual, be some increment for J.S.S. faculty as well.

The meeting was adjourned at 11:50 A.M.

Submitted by
Rabbi Oratz

1582

BELPER GRADUATE SCHOOL OF SCIENCE
Yeshiva University

CURRENT GRANTS
DEPARTMENT OF CHEMISTRY

Health Research Council of the City of New York
Principal Investigator: Irving J. Borowitz
Grant Number: U-2332
Period: July 1, 1974 to June 30, 1975
Amount: \$22,197

Research Corporation
Principal Investigator: Irving J. Borowitz
Period: September 1, 1973 to
Amount: \$3,400

Department of Health, Education and Welfare
National Institutes of Health
Principal Investigator: Irving J. Borowitz
Grant Number: NIH 1R01 HL16746-01
Period: June 1, 1974 to May 31, 1975
Amount: \$28,440

Owens-Illinois
Principal Investigator: Martin Goldstein
Amount: \$35,000

Air Force Office of Scientific Research
Principal Investigator: Martin Goldstein
Grant Number: AFOSR 73-2540
Period: May 1, 1973 to February 28, 1975
Amount: \$13,740
Renewed for Period: March 1, 1975 to February 29, 1976
Additional Amount: \$30,096

National Science Foundation
Principal Investigator: Martin Goldstein
Grant Number: GH-40702
Period: October 1, 1973 to March 31, 1976
Amount: \$74,100

National Science Foundation
Principal Investigator: Max Lipsicas
Grant Number: GP-43337
Period: June 1, 1974 to November 30, 1975
Amount: \$35,000

E-13X

1/28/75

1583

Department of Health, Education and Welfare
National Institutes of Health
Principal Investigator: Karl Meyer
Grant Number: HD-02646-09
Period: January 1, 1975 to December 31, 1975
Amount: \$73,563
Requested supplement to HD-02646-09 in amount of \$26,300.
Research Assistant Professor: Dr. H. Choi

National Science Foundation
Principal Investigator: Jeremy I. Musher (Replacement
principal investigator designated: Donald Beck)
Grant Number: GP-24789
Period: February 1, 1971 to July 31, 1975
Amount: \$87,400
Visiting Faculty Associates: Donald Beck, Ian Cooper, Dieter Hellwinkel
Faculty Associate: Dr. V. Bonacic Koutecky
American Chemical Society - Petroleum Research Fund
Principal Investigator: Jeremy I. Musher
Grant Number: PRF 6317-AC6
Period: February 1, 1973 to
Amount: \$10,000
Faculty Associates: Donald Beck, H. Nakatsuji

Alfred P. Sloan Foundation
Principal Investigator: Martin Pomerantz
Grant Number: BR-1387
Period: September 16, 1971 to September 15, 1975
Amount: \$17,500

United States Atomic Energy Commission
Principal Investigator: William Spindel
Grant Number: AT(11-1)-3581
Period: September 15, 1974 to September 14, 1975
Amount: \$63,288

1584

DEPARTMENT OF MATHEMATICS

National Science Foundation
Principal Investigator: Melvyn S. Berger
Grant Number: GH-43335
Period: June 1, 1974 to November 30, 1975
Amount: \$8,600

National Science Foundation
Principal Investigator: Lewis Coburn
Co-Principal Investigators: Charles Berger, Arnold Lebow
Grant Number: GP-32462X
Period: May 1, 1972 to October 31, 1975
Amount: \$108,300
Faculty Associate: S. Anastasio

National Science Foundation
Principal Investigator: Leon Ehrenpreis
Grant Number: GP-28499
Period: May 1, 1971 to October 31, 1975
Amount: \$86,500
Visiting Faculty Associate: Paul Malliavin

National Science Foundation
Principal Investigator: Adam Koranyi
Grant Number: GP-28448
Period: July 1, 1971 to December 31, 1975
Amount: \$73,400
Faculty Associate: Robert Putz

National Science Foundation
Principal Investigator: Stanley Sawyer
Grant Number: GP-21063
Period: November 15, 1970 to September 30, 1975
Amount: \$32,000

National Science Foundation
Principal Investigator: Martin Schechter
Grant Number: GP-19757
Period: August 1, 1971 to December 31, 1975
Amount: \$74,900

1585

DEPARTMENT OF PHYSICS

National Aeronautics and Space Administration
Principal Investigator: A.G.W. Cameron
Grant Number: NGL 33-023-018
Period: August 1, 1972 to July 31, 1975
Amount: \$125,000
Faculty Associates: R. Buchler, L. Landovitz,
J. Littleton, J. Truran

Research Corporation
Principal Investigator: Frederick Cooper
Amount: \$8,400

Air Force Office of Scientific Research
Principal Investigator: Joel L. Lebowitz
Grant Number: AFOSR 73-2430B
Period: October 1, 1974 to September 30, 1975
Amount: \$99,977
Visiting Faculty Associates: O.E. Lanford III, O. Penrose, L.K. Runnels

United States Army Electronics Command
Principal Investigator: Paul M. Raccach
Grant Number: DAAB 07-72-C-0297
Period: July 1, 1972 to June 30, 1975
Amount: \$150,439
Faculty Associates: T. Halpern, F. Pollak

RCA Corporation
Principal Investigator: Paul M. Raccach
Grant Number: D-356500
Period: August 1, 1973 to November 23, 1974
(Awaiting renewal)
Amount: \$3,000

Advanced Research Projects Agency
Principal Investigator: Paul M. Raccach
Grant Number: DAAB 07-74-C-0470
Period: June 10, 1974 to June 9, 1976
Amount: \$148,840
Faculty Associates: M. Bell, T. Halpern, F. Pollak

Air Force Office of Scientific Research
Principal Investigator: Paul M. Raccach
Grant Number: AFOSR 74-2714
Period: April 1, 1974 to January 31, 1975
Amount: \$40,000
Faculty Associate: F. Pollak

Catalytic Corporation
Principal Investigator: Paul M. Raccach
Grant Number: 4241000
Period: June 12, 1974
Amount: \$12,000
Faculty Associate: F. Pollak

1586

National Science Foundation

Principal Investigator: Leonard Susskind

Grant Number: GP-38863

Period: July 1, 1973 to December 31, 1975

Amount: \$26,200

Research Corporation

Principal Investigator: Jonathan Wachtel

Amount: \$15,000

Faculty Associate: H. Presby

Defense Nuclear Agency

Principal Investigator: Jonathan Wachtel

Grant Number: DNA 001-74-C-0092

Period: October 1, 1973 to September 30, 1975

Amount: \$126,418

1587

BELFER GRADUATE SCHOOL OF SCIENCE
Yeshiva University

PENDING PROPOSALS

DEPARTMENT OF CHEMISTRY

American Chemical Society - Petroleum Research Fund
Principal Investigator: Donald Beck
Period: One Year
Amount: \$9,000

American Chemical Society - Petroleum Research Fund
Principal Investigator: Irving J. Borowitz
Period: Three Years
Amount: \$26,800

National Science Foundation
Principal Investigator: Max Lipsicas
Period: Two Years
Amount: \$116,740

1588

DEPARTMENT OF MATHEMATICS

National Science Foundation
Principal Investigator: Melvyn S. Berger
Period: June 1, 1975 to May 31, 1976
Amount: \$22,404

National Science Foundation
Principal Investigator: Lewis A. Coburn
Co-Principal Investigators: Charles Berger, Arnold Lebow
Period: May 1, 1975 to April 30, 1978
Amount: \$215,695

National Science Foundation
Principal Investigator: Leon Ehrenpreis
Period: May 1, 1975 to April 30, 1978
Amount: \$114,127
Visiting Faculty Associate: Paul Malliavin

National Science Foundation
Principal Investigator: Leopold Flatto
Period: July 1, 1975 to June 30, 1977
Amount: \$24,283

National Science Foundation
Principal Investigator: Adam Koranyi
Period: July 1, 1975 to June 30, 1977
Amount: \$65,039
Faculty Associate: Robert Putz

National Science Foundation
Principal Investigator: Donald I. Newman
Period: June 1, 1975 to May 31, 1978
Amount: \$86,803

National Science Foundation
Principal Investigator: Stanley Sawyer
Period: April 1, 1975 to March 31, 1978
Amount: \$48,537

National Science Foundation
Principal Investigator: Martin Schechter
Period: July 1, 1975 to June 30, 1977
Amount: \$61,805

1589

DEPARTMENT OF PHYSICS

National Science Foundation

Principal Investigator: Frederick Cooper
Period: January 1, 1975 to December 31, 1978
Amount: \$127,435

Atomic Energy Commission

Principal Investigator: Frederick Cooper
Period: January 1, 1975 to December 31, 1978
Amount: \$127,435

National Science Foundation

Principal Investigator: David Finkelstein
Period: July 1, 1975 to June 30, 1977
Amount: \$122,236

American Chemical Society - Petroleum Research Fund

Principal Investigator: Joel L. Lebowitz
Period: September 1, 1975 to August 31, 1978
Amount: \$36,000

United States Army Research Office

Principal Investigator: Daniel C. Mattis
Period: July 1, 1975 to June 30, 1978
Amount: \$94,956

National Science Foundation

Principal Investigator: Daniel C. Mattis
Period: October 1, 1974 to September 30, 1975
Amount: \$34,337

Air Force Office of Scientific Research

Principal Investigator: Paul M. Raccah
Period: February 1, 1975
Amount: (In process of being revised)

National Science Foundation

(In collaboration with Radio Corporation of America)
Principal Investigator: Paul M. Raccah
Period: February 1, 1975 to November 31, 1976
Amount: \$60,885

National Science Foundation

Principal Investigator: Leonard Susskind
Period: July 1, 1975 to June 30, 1977
Amount: \$57,038

Wurzweiler School of Social Work
Faculty Fall 1974-5

Full Time

Dr. Solomon H. Green
(Acting Dean)

Dr. Aaron Beckerman

Dr. Lewis Chartock

Prof. Stephen Donshik
(SC and EMC)

Prof. Harriet Feiner

Prof. David Goldenberg

Prof. Sam Goldstein
(Coordinator -
Field Instruction)

Dr. Esther Lentschner
(Dir. Admissions)

Dr. Louis Levitt

Dr. Irving Levitz
(on Grant)

Dr. Charles Levy

Dr. Norman Linzer

Prof. Murray Raim

Dr. Joel Sacks

Dr. Lloyd Settleis

Part Time

Mrs. Ruth Brooks

Mrs. Connie Gale

Mr. Mel Gottlieb

Dr. Jerry Hochbaum

Miss Sandra Kahn

Dr. Eli Levy (on grant)

Mr. Leon Luchansky

Miss Lillian Margolin

Mr. Morton Mintz

Dr. Milton Nobel

Mrs. Catherine Reissman

Dr. Harry Schatz

Mrs. Shellee Berman

Mrs. Malkah Sternberg

University

Dr. Howard Isaacs
(AECOM)

Miss Susan Maizel
(Y.C.)

1590

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT No. 135

Docket No. _____

Disposition {
Identified _____
Received _____
Rejected _____

In the matter of _____
Date _____
No. Pages _____

Witness _____
Reporter _____

- Page 2 -

Full Time

Prof. Norman Tokayer

Dr. Celia Weisman

Prof. Everett Wilson

1591

ATIO

No.

Pages

NATIONAL LABOR RELATIONS BOARD
OFFICIAL EXHIBIT NO. EMPA-2
138

1592

0

Disposition { Identified ✓
Marked ✓
Rejected ✓

WURZWEILER SCHOOL OF SOCIAL WORK
YESHIVA UNIVERSITY

a matter of Yisroel
Witness KK Reporter KK

Pages

GUIDELINES FOR THE CREATION AND WORK OF THE COMMITTEE ON ACADEMIC APPOINTMENTS

Submitted by Faculty Personnel Committee

(Revised By Faculty, May 30, 1974
See Minutes of Faculty Meeting)

Introduction

Members of the faculty bear a special responsibility in the process which leads to the selection of individuals who are to be invited to join its membership. As scholars and as experts in the profession, the faculty shares responsibility with the Dean, whose selection has been the product of a similar cooperative effort, and with the President and Board of Trustees of the University. This statement is based on a mutual concern for the excellence of the School and of the University.

Arising from the same consideration, members of the faculty bear a special responsibility for the maintenance of the quality and effectiveness of total faculty performance. The faculty must be equally concerned with the elimination of incompetence and with the rewarding and protecting of the competent. It is for these reasons that the following proposals are made.

1. Establishment of the Committee on Academic Appointments

There shall be a Committee on Academic Appointments, responsible to the faculty, which shall make recommendations to faculty with respect to the formulation of policies and procedures concerning appointments, dismissals, re-appointment including tenure, and promotion. With the adoption by faculty of policies and procedures governing these matters, the Committee shall implement these decisions in accordance with the guidelines indicated below.

2. Election of the Committee on Academic Appointments

The Committee on Academic Appointments shall be elected by faculty. The membership of the Committee shall consist of three members selected from tenured faculty and three members selected from non-tenured faculty, for a total of six. The Committee shall select its own chairman. Each member shall serve a term of three years, except for members elected at the initiation of the Committee's work. Since it is the intent of the faculty that the Committee's membership be rotated, the first group of members shall serve as follows: two for three years, two for two years, and two for one year. The first group of Committee members shall serve during the entire academic year 1974-75. Starting in the academic year 1975-76, the Committee's membership shall change through the election of two members to take the place of those who have been elected for the initial one-year term. The election of new members shall take place during the first month of the academic year. The Dean and Assistant Dean shall not be eligible to serve on the Committee on Academic Appointments.

3. Review of the Committee's Work

A faculty meeting shall be held at least every two years to review the work of the Committee on Academic Appointments with respect to its structure, rules and procedures. The Committee shall take leadership responsibilities in preparing for this meeting and presenting relevant issues to the faculty.

4. Procedures for New Appointments

The Committee on Academic Appointments, in consultation with the Dean, shall designate faculty members to serve as members of an ad hoc committee for the purpose of interviewing and screening candidates and making recommendations with respect to candidates for a particular faculty position. The ad hoc committee shall convey its recommendations in writing to the committee on academic appointments.

Criteria for the appointment of new faculty members shall consist of evaluating the candidate's educational background, previous educational and professional experience, as well as the candidate's potential for meeting the established criteria for faculty effectiveness.

The Committee on Academic Appointments shall make its recommendation in writing to the faculty. See article #10 for further applicable procedures.

New faculty appointment shall not be made at a rank below that of Assistant Professor.

The work of a new faculty member shall be evaluated by the Dean at these intervals:

- Prior to the end of the first academic year
- Prior to the end of three academic years
- Prior to the end of five academic years

Following this time, the procedures for re-appointment to the eighth year, i.e., tenure, shall prevail.

5. Evaluation

The Dean's evaluation of the faculty member shall be based on the same criteria which have been developed for consideration of reappointment for the purpose of granting tenure in Article 8. The Dean's evaluation shall be conveyed to the faculty member in writing and shall be made available to the Committee on Academic Appointments.

Where there is substantive difference with regard to the content of an evaluation, the faculty member may appeal the Dean's evaluation to the Committee on Academic Appointments. The views of the Committee shall be conveyed to the faculty member in writing.

Where the Dean recommends that the appointment of the faculty member be terminated, the period of notice shall conform to the standards set forth in the University's currently operative tenure statement.

Where the faculty member wishes to appeal the decision of the Dean on termination of the appointment, the following steps shall prevail:

- A. The Committee on Academic Appointments shall hear the appeal.
- B. The full faculty shall hear a report from the Committee as to its recommendations. The Committee report shall contain a copy of the Dean's recommendations.
- C. The University's appeal bodies shall be furnished with a copy of the faculty and the Committee's report and recommendations.

The Dean's decision shall stand unless overruled by the University's review procedures, or altered by the Dean as a result of the review process.

Faculty members appointed on a grant line who wish to become permanent members of the faculty shall be subject to the same procedures for evaluation and for dismissal prior to the end of the planned appointment.

6. Procedures for Reappointment for the Purpose of Tenure

Tenure shall be granted when reappointment to the eighth year is made. Such reappointment shall be based on previous evaluation procedures. Criteria for evaluation are outlined in Article 8.

For faculty members with full-time instructional assignments at the Wurzweiler School of Social Work, time accrued in fulfilling such assignments on a full-time basis, whether financed initially by grant or University funds, shall be equally credited in considering eligibility for tenure. Full-time instructional

experience at other comparable institutions of higher learning shall be credited in considering eligibility for tenure in the same manner.

Reappointment Procedures

1. The Committee on Academic Appointments shall request the Dean to inform them of the names of non-tenured faculty on University lines prior to the completion of their fifth year of service.
2. During the sixth year of service, the Committee on Academic Appointments shall consider the faculty member's eligibility for reappointment for purposes of tenure and shall report to the faculty no later than the beginning of the second semester. The faculty shall review the Committee's recommendations prior to the Passover recess and shall make its recommendations to the Dean prior to the Passover recess.
3. The faculty member being considered for reappointment for purposes of tenure shall be present during faculty discussion unless the faculty member or the faculty decide otherwise. The faculty member shall have the opportunity to respond to a summary of the discussion prior to a faculty vote on the Committee's report.
4. Faculty decisions to accept, modify or reject the Committee on Academic Appointments' report shall be made by secret ballot by majority vote of all full-time faculty members. The Committee's report, and the subsequent faculty recommendations, shall be submitted in writing to the Dean and to the faculty member being considered for tenure.
5. The faculty's recommendation shall be conveyed by the Dean in his recommendation to the President. A copy of the Dean's communication to the President shall be furnished to the Committee and the faculty member being considered for tenure.
6. The Dean and the Assistant Dean shall participate in the faculty deliberation and decision making in the usual manner.

7. The Dean shall make his own determination subsequent to the faculty decision on the Committee's report. Where the Dean's decision is substantively different from the recommendations of the faculty, the Dean shall advise the faculty.

7. Consultation by the Committee on Academic Appointments

- A. The recommendations of the Committee on Academic Appointments shall be based on consultation with the Dean and/or Assistant Dean, and the faculty member whose tenure is being considered. The faculty, (student body, and alumni) shall be advised by the Committee on Academic Appointments that tenure status is being considered for an individual faculty member. Interested faculty, (students, or alumni) shall have the option of submitting individual statements. The faculty members shall have the opportunity of submitting relevant written materials which bear significantly on the criteria for the granting of tenure.
- B. The faculty shall develop regular procedures for periodic faculty evaluation which shall include student assessment of teachers and courses. These evaluations and student assessments shall be made available to the Committee on Academic Appointments by the Dean. (Beyond review of such assessments, the Committee on Academic Appointments and the faculty shall not involve students, directly or indirectly, in consultation or decision making with respect to the granting of tenure.)

*The inclusion of student body and alumni remains an open question to be decided upon.

C. It is also assumed that upon faculty acceptance of these guidelines this document shall be made available to all current faculty, and to all new faculty upon appointment.

8. Criteria for Evaluation of Faculty Effectiveness

Each member of the faculty is expected to carry out the stated objectives of the School and to orient his or her teaching to the central objective: education based on practice.

A. As a Classroom Teacher

1. A teacher should have both a depth and breadth of knowledge covered by courses taught and should be able to communicate this knowledge to students. The teacher should maintain an active interest in knowledge central to the content and be able to utilize such knowledge in a planful manner. The teacher should maintain a critical attitude toward his/her teaching and strive continuously to improve teaching performance.

2. The effective teacher seeks to create an environment that stimulates imaginative thinking. The teacher should have a deep interest in student progress and welfare, and demonstrate this through teaching practice.

3. The teacher should be able to stimulate and guide students in developing their intellectual and emotional capacities in order to gain competence in the professional practice of social work. The teacher should demonstrate an ability to use literature, and emergent student experiences, including classroom activity, to enhance student understanding and application of the concept of conscious use of professional self. The effective teacher creates through the structure and process of the course, the centrality of the concept that all education is based on a self-learning process.

B. As A Faculty Advisor

1. The faculty member, as advisor, should have the ability to help the students discover their special aptitudes and needs, assess their educational progress, and thereby maximize learning opportunities. He should be able to assist students to utilize the field work experience to enhance conscious use of professional self, and to develop a theoretical orientation to learning in the field.

2. The faculty advisor should have the ability to assist the field instructor in the educational process of student supervision and to serve effectively as the liaison between the School and the agency.

C. Scholarly Activity

Scholarly activity should characterize the good teacher. In functioning as a scholar, the teacher is responsible to the University, to the profession of social work, and to society to keep informed about advances in knowledge and to contribute to them. Publication of books, papers, articles, studies and research reports are one form of such scholarship. However, important and valuable scholarly activity may be carried on without necessarily being directed toward publication. Such scholarship may be expressed in a variety of ways including teaching, advising, enriching curriculum; participation in institutes and conferences; providing consultation contributing to social work education and/or practice; and participating in organized professional activities. Through such participation the teacher may increase his effectiveness as a professional social worker, contribute to the improvement of the community, society, the profession, and the University.

D. University Citizenship

This is best reflected in the teacher's accessibility to and investment in students, faculty and the institution. In addition, as a participant in University affairs, the faculty member is expected to serve on committees, to carry out special assignments and to participate effectively in School and University activities.

9. Promotions

A. Progression from one rank to another is never automatic. Promotion is a right which is not accorded on the basis of longevity. Attainment of promotion is based upon the established criteria for evaluating faculty effectiveness. Special emphasis is placed on ability as a teacher.

B. Consideration for promotion may be initiated by the Dean, the faculty member himself, or the Committee on Academic Appointments.

C. The Committee shall be supplied with the names of faculty being so considered. The Dean shall submit to the Committee all past evaluations; other relevant material may be submitted with the permission of the faculty member. This file of material shall be available to the faculty member at all times.

D. A report shall be prepared by the Committee based on the findings. The Committee's and Dean's recommendations shall be forwarded to the faculty member and to the faculty itself.

E. Promotions shall be effective at the start of the academic year. This procedure shall not preclude recommendations by the Dean at other times when necessary in the interest of the School.

F. Promotion to Associate Professor shall normally require at least three years of service at the same level of faculty responsibility (it being assumed that changes in responsibility may support reconsideration of rank and possible promotion). However, provision shall be made for special or unusual circumstances.

G. Although promotion to the rank of Professor shall be governed by similar criteria as the other ranks, a higher and sustained level in meeting the criteria is required. Signal contributions in several areas can offset a falling short of the standard set in any one area.

H. Promotion shall ordinarily carry with it a commensurate increase in salary.

I. Any faculty member who has remained at the rank of Assistant Professor or Associate Professor for ten years without promotion to the next rank shall have his status automatically reviewed by the Committee in consultation with the Dean.

10. Procedures Applicable to Faculty Review of the Recommendations of the Committee on Academic Appointments with Respect to Appointment, Re-appointment and Promotion.

The recommendations of the Committee on Academic Appointments shall be made in writing and conveyed to the faculty. Within two calendar weeks of the circulation of the recommendations, unless any faculty member, including the Dean, requests a review by the entire faculty, the Committee's recommendations shall stand as expressing the views of the faculty to the Dean. A request for faculty review shall be made to the Dean with a copy to the Chairperson of the Committee. The Dean shall notify the faculty member(s) directly affected by the Committee's recommendations that a faculty review has been requested and shall schedule that review for the next appropriate faculty meeting.

After discussion the faculty shall accept, modify or reject the Committee's recommendations and the faculty's action shall constitute the recommendation to be made to the Dean. The faculty's actions shall be taken on the basis of a majority vote and transmitted to the Dean in writing.

The Dean shall make his own determination subsequent to the faculty decision on the Committee's report. Where the Dean's decision is substantively different from the recommendations of the faculty, the Dean shall advise the faculty.

The Dean shall communicate the views of the faculty, together with his own views, to the President.

SUPPLEMENT

Re: Other Personnel Matters

Unfinished Business of
Faculty Personnel Committee
May 30, 1974

The following are issues which need to be addressed and for which policy is to be determined:

1. Faculty involvement in assessing the personnel needs of the School and the formulation of both short-term and long-term plans for meeting these needs.
2. Faculty on grant lines being provided first opportunity for consideration for appointment to University lines.
3. Ongoing evaluation procedures beyond the fifth year of service.
4. See open issue - Article #7.
5. How the appointment process is initiated.

En' loyer's Ex 149 For 2-1603
by 3/18/75 14 EV.

12/31/74

FERKAUF GRADUATE SCHOOL
Yeshiva University

CURRENT GRANTS

National Science Foundation
Principal Investigator: M. Anisfeld
Grant Number: GB 21280
Period: 5/1/70 to 4/30/75
Amount: \$60,400

National Institute of Mental Health
Principal Investigator: N. Gordon (on leave)
Grant Number: 5R01 BA00032 06
Period: 6/1/73 to 5/31/75
Amount: \$87,388

National Institute of Mental Health
Principal Investigator: L. Zach
Grant Number: 5T01 MH11102 08
Period: 7/1/74 to 6/30/75
Amount: \$45,437

Office of Education
Principal Investigator: M. Miller
Grant Number: OEG o 742637
Period: 6/1/74 to 5/31/75
Amount: \$140,000

National Institute of Mental Health
Principal Investigator: M. Eagle
Grant Number: 2T01 MH08207 12
Period: 7/1/74 to 6/30/75
Amount: \$73,146

National Institute of Mental Health
Principal Investigator: J. Weil
Grant Number: 1R03 MH25824 01
Period: 2/1/74 to 5/31/75
Amount: \$7,419

1604

2.

National Institute of Education
Principal Investigator: J. Weil
Grant Number: NIE G 74 0039
Period: 7/1/74 to 6/30/75
Amount: \$24,641

National Science Foundation
Principal Investigator: C. Auerbach
Grant Number: GB 44234
Period: 9/1/74 to 2/28/77
Amount: \$33,000

Institute of Jewish Life
Principal Investigator: M. Brayer
Amount: \$6,000

Employees Ex 150 FOR 12 1605
Du 3/18/75

3/17/75

FERKAUF GRADUATE SCHOOL
Yeshiva University

EMPLOYEES UNDER CURRENT GRANTS

Eagle (2T01 MH08207 12)

Faculty ~~Employees~~:

Visit. Lect. Corrota
Visit. Lect. A. Cooper
Visit. Lect. R. Gill
Visit. Lect. E. Levy
Visit. Lect. C. Schneidman
Visit. Lect. N. Stockhammer
Adj. Prof. E. Tauber
~~Visit. Lect. B. Wolstein~~

Non-faculty Employees:

Ruth Mason (secretary)

Fellowships:

Robert Benedek
Richard Coleman
Thelma Dye
Rosa L. Emerson
Andrew Geller
Robert Kaplan
Virginia Kelley
Eric Mendelsohn
Yvonne Roundtree
Peter Schaeffer
Barbara Springer

Miller (OEG O 742637)

Faculty ~~Employees~~:

Asst. Prof. K. LeLaurin
Adj. Assoc. Prof. P. Reiss

Non-faculty Employees:

Kathleen McKaig (coordinator
CBTE Program)
Beatrice Schwartz (administrative
Assistant)

1606

Miller (cont'd)

Sylvia Altman (secretary)

Research Assistants:

Gideon Freudenthal
Carol A. Goldberg
Peter Katsiskis
Hedda T. Koslow
Leah Klapoholz
Laurie E. Shatsoff
Joan S. Myers

Fellowships:

Edmund Hadad
Brian D. Hurwitz
Marvin Stohr
Marian M. Weeks

Weil (IR03 MH258424 01)

Research Assistant:

Doris Stone

Weil (NIE G 74 0039)

Research Assistant:

Mary Jo Attorn
Joan Sumner
Anne E. Gertman

Zach (5T01 MH11102 08)

Faculty ~~Employers~~:

Adj. Prof. Karp
Adj. Prof. I. Belmont
~~Adj. Asst.~~
~~Prof. B. Doane~~

YESHIVA UNIVERSITY
RESIGNATIONS AND TERMINATIONS
Fall 1971 - Spring 1974

E-169/10
5/6/75

1607

<u>NAME</u>	<u>SCHOOL</u>	<u>ACTION</u>	<u>EFFECTIVE DATE</u>	<u>SUBSEQUENT STATUS WITH YESHIVA UNIVERSITY</u>
Dr. Paul Buchanan	Ferkauf Graduate School	resigned	August 31, 1972	Performed no further services
Dr. S. Alan Cohen	"	"	"	"
Dr. Ann Duncan	"	"	June 30, 1972	"
Dr. Vera John	"	"	August 31, 1972	"
Dr. Joseph Levinson	"	terminated	"	"
Dr. Gilbert Voyat	"	resigned	"	"
Dr. Joey Dillard	"	terminated	August 31, 1973	"
Dr. Nancy Goldberger	"	resigned	"	"
Dr. Solomon Simonson	"	"	"	"
Dr. Norman Bronznick	"	"	August 31, 1972	Part-time Ferkauf Fall 1972 - present
Dr. Solomon Skaist	"	"	August 31, 1973	Part-time Ferkauf Fall 1973 - present
Dr. Jing-Jyi Wu	"	terminated	"	Performed no further services

1608

<u>NAME</u>	<u>SCHOOL</u>	<u>ACTION</u>	<u>EFFECTIVE DATE</u>	<u>SUBSEQUENT STATUS WITH YESHIVA UNIVERSITY</u>
Dr. Vivian Horner	Ferfauf Graduate School	resigned	August 31, 1974	Performed no further services
Dr. Paul Jacobs	"	terminated	"	"
Dr. Phyllis Kornfeld	"	resigned	"	"
Yona Sabar	Yeshiva College	"	June 1972	"
Leah Glass	"	"	June 1973	"
Charles Shami	"	"	June 1973	"
Joseph Greenblum	"	"	June 1974	"
Ernest Simon	"	"	June 1974	"
Rudolph Stern	"	"	June 1974	"
Saul Hofstein	Wurweiler School of Social Work	"	August 31, 1972	"
Martin Greenberg	"	terminated	August 31, 1973	"
Myra Tieder	"	resigned	August 31, 1973	"
Naomi Abramowitz	"	"	August 31, 1974	"
Rabbi A. Besdin	James Striar School	"	1971-72 academic year	"
Mr. Elihu Saffan	"	"	1973-74 academic year	"
Mr. Hoffman	"	"	"	"

<u>NAME</u>	<u>SCHOOL</u>	<u>ACTION</u>	<u>EFFECTIVE DATE</u>	<u>SUBSEQUENT STATUS WITH YESHIVA UNIVERSITY</u>
Rabbi Kanovsky	Teachers Institute For Women	resigned	1972-73 academic year	Performed no further services
Rabbi Friedland	"	"	"	"
Y. Aharanov	Belfer Graduate School of Science	"	August 31, 1974	"
Robert Buchler	"	"	June 30, 1974	"
A.S.W. Cameron	"	"	October 1, 1975 (taking two year leave of absence without pay before resignation becomes effective)	"
Rodolfo De Sapio	"	"	December 20, 1973	"
Martin Davis	"	"	September 1, 1972	"
Emil Grgin	"	"	August 31, 1972	Part-time Belfer 1974-75 academic year
Leon Landovitz	"	"	July 1, 1975 (taking one year leave of absence without pay before resignation becomes effective)	Performed no further services
Herman Presby	"	"	August 1, 1972	"
Thoma Giner	"	"	June 30, 1971	"

1691

<u>NAME</u>	<u>SCHOOL</u>	<u>ACTION</u>	<u>EFFECTIVE DATE</u>	<u>SUBSEQUENT STATUS WITH YESHIVA UNIVERSITY</u>
Harry Rauch	Belfer Graduate School of Science	resigned	September 1, 1974	Performed no further services
James P. Synder	"	"	August 21, 1973	"
Marvin Stern	"	"	June 30, 1973	"
James Truran	"	"	August 31, 1973	"
Mr. Barry Levy	Erna Michael College	"	Fall 1973	"
Rabbi Krupnick	"	terminated	1971	Part-time Erna Michael 1971-1973
Richard Gordon	Stern College for Women	resigned	January 1972	Performed no further services
Nathalie Friedman	"	"	June 1972	"
Bernard Greenberg	"	"	June 1972	"
Jules Greenstein	"	"	June 1972	"
Jo Lechay Lion	"	"	June 1972	"
Avigdor Bittman	"	terminated	December 1972	Reinstated Fall 1973 present
Carole Silver	"	"	December 1972	"
Joseph Friedman	"	"	June 1973	Performed no further services
Irene Goldring	"	"	June 1973	"
Josh Shmidman	"	resigned	June 1973	"

1611
FERKAUF GRADUATE SCHOOL
YESHIVA UNIVERSITY

BY-LAWS FOR FACULTY GOVERNMENT

* NATIONAL LABOR RELATIONS BOARD
Docket No. _____ OFFICIAL EXHIBIT P-1

Preamble

Disposition

Faculty government at the Ferkauf Graduate School of
Yeshiva University is based upon the structure of the University
as determined by the nature of its charter. Since the Board of
Regents of the New York State Education Department has granted
the charter to the University's Board of Trustees and the Presi-
dent, full responsibility for decisions relating to the University
and its constituent parts resides with the Board of Trustees and
the President. Where specific powers and responsibilities have
been delegated to the Dean of the Ferkauf Graduate School, he as
the chief educational officer of the school, is administratively
responsible for the programs of the school.

STATEMENT OF PRINCIPLES

Although ultimate legal authority to make decisions
affecting the University rests with its Board of Trustees, it
is generally recognized that faculty participation in the govern-
ance of an institution of higher learning is a necessary
responsibility of the academic profession. This point of view
is confirmed by the testimony of a large and ever-growing number
of leaders in higher education and college administration who

emphasize the positive relationship between excellence in an institution of higher education and the degree of faculty participation in the government of that institution. Apparently the dangers of conservatism and inertia in vested faculty interests which occasionally require administrative prodding, are more than offset by the advantages of the aroused faculty energies and improved faculty morale which result from situations of autonomy and responsibility. Strong faculties are attracted to colleges where they can exercise a large degree of authority over the educational process and the conduct of their own affairs. Furthermore, strong faculties tend to stay at such institutions.

Participation in college government by the faculty cultivates a sense of responsibility and nourishes the combination of thought, feeling, and action without which the college enterprise cannot be fulfilled as it should. Since it is an axiom of organizational life that prerogatives not exercised tend to atrophy, the proposed By-Laws incorporate provisions for the maximum participation by the faculty and their elected representatives in all appropriate phases of the Forkauf Graduate School's operation including admissions, curriculum, standards, and faculty welfare.

While there is recognition in the value and effectiveness of clear codification of organizational procedures, no amount of structural ingenuity can take the place of the

human factor in the successful operation of a university. These By-Laws should therefore be viewed as an instrumentality for the better utilization of faculty potential towards the fulfillment of Ferkauf Graduate School and Yeshiva University goals.

The Faculty of the Ferkauf Graduate School of Yeshiva University do hereby adopt these By-Laws for the purpose of establishing organization and procedures for the performance of their responsibilities.

ARTICLE I

Membership and Organization of the Faculty
of the Ferkauf Graduate School

A. The Faculty shall consist of the Dean, Associate Dean, Assistant Dean, the Librarian of the Graduate Center and the members of the academic staff of the Ferkauf Graduate School and those ex-officio members elected by the faculty.

(a) Full Members - all faculty regularly appointed to hold professorial rank (assistant, associate and full) at the Ferkauf Graduate School and the Librarian of the Graduate Center.

(b) Associate Members - faculty members appearing in the Ferkauf Graduate School faculty roster who are actively participating during a given academic year in the School's academic activities and have

1614

been recommended by their department chairman and approved by the Dean, and who are either under:

- (1) joint faculty appointment by the Ferkauf Graduate School and another school of the University, or
- (2) hold adjunct or visiting professorial rank (assistant, associate, full professor) at the School.
- (3) Ex-Officio Members - University officers who are named by the faculty to function as ex-officio members of the Ferkauf Graduate School committees. They shall be invited to faculty meetings as participating guests but shall have no voting privileges.

B. The presiding officer of this organization shall be the Dean or such person as he may designate.

C. The Secretary of the Faculty. The Secretary is appointed by the Dean in February to serve for a period of one year. The Secretary may be reappointed.

Duties - 1. Maintain an official list of members of the Faculty Government for each academic semester.

2. Send notices of meetings.
3. Distribute the agenda prior to each meeting.
4. Take and prepare and circulate minutes of meetings.
5. Keep a record of all business done in the meetings, with the exact wording of every motion, whether it was lost or carried and the record of the vote.
6. Collect, collate and maintain copies of historical materials in archives located in the Office of the Registrar and in a locked file in the Office of the Graduate Center Library.

D. The Faculty shall, either directly or through its subordinate bodies, have the power to legislate as necessary for the performance of its responsibility, to participate in the development of the educational program of the Ferkauf Graduate School and to be responsible for the conduct of the School's instruction and research programs.

ARTICLE II

Meetings of the Faculty

- A. Four stated meetings of the Faculty shall be held in each

academic year. There shall normally be one state meeting in each of the following months: October, December, March and May. The regular meeting dates shall be recommended by the Steering Committee and shall be stated in the Administrative Calendar. The agenda for each regular meeting should be distributed prior to the meeting.

- B. Special Meetings The Dean shall call special meetings of the Faculty on his own authority or when petitioned in writing to do so by a quorum of the regular voting members or by the Steering Committee.
- C. A quorum shall consist of three-fifths of the full members of the faculty. Faculty on sabbatical leave and those individuals listed as full members but whose primary responsibilities are related to other units of Yeshiva University shall be exempt from the quorum.
- D. The rules contained in Roberts' Rules of Order shall govern all conduct of business except as otherwise provided in these By-Laws.
- E. The minutes of each meeting shall be duplicated and circulated prior to the next regular meeting but are treated as unpublished unless otherwise specifically directed by vote of the Faculty Government. The Faculty Government may at times vote to include special items in greater detail.

1617

-7-

F. Debates and discussions are to remain confidential. Official announcements of actions taken by the Faculty Government may be made only by the Office of the Dean or such other office or person as may be authorized by the Dean.

G. Historical materials - copies of faculty committee reports, annual departmental reports, and faculty government minutes will be established in archives located in the Office of the Registrar and in a locked file in the Office of the Graduate Center Library for reference and examination by authorized members of the faculty and administrative personnel of the Ferkauf Graduate School.

H. Faculty action shall be initiated by the Committees of the Ferkauf Graduate School in accordance with the following procedures:

1. All proposed faculty recommendations shall, upon approval by a committee, be presented to the Steering Committee.

2. The Steering Committee shall confer with the Dean on all recommendations to be submitted in order to inform him and to secure his preliminary reaction.

3. The Steering Committee shall notify the committee of any reactions of its own to the proposed recom-

mendation and/or of any reactions of the Dean.

4. The Steering Committee may then refer the proposal as submitted or amended by the originating committee to the next Faculty Government meeting for its action, but may attach whatever comments or recommendations it wishes.

ARTICLE III

Committees of the Faculty

A. Steering Committee

1. Organization

The Steering Committee shall consist of five members. Three members shall be elected by the faculty and two members appointed by the Dean. In order to establish rotation in office the elected faculty members for the first year shall be appointed as follows: one for a three year term, one for a two year term, and one for a one year term; thereafter, each election to the Committee shall be for a three year term.

The two appointed members shall be appointed to serve: one for a two year term, and one for a one year term; and thereafter, each appointment shall be made for a two year term.

2. Responsibilities

At all times when the faculty is not officially convened, the Steering Committee shall act for the faculty as a representational board in all matters pertaining to academic function. The Committee shall have the following additional responsibilities:

- a. Serve as liaison between the Dean and the faculty
- b. Assist in formulating and implementing school policies
- c. Arrange for stated and special meetings of the faculty
- d. Propose the agenda for faculty meetings to the Dean
- e. Act as the Nominating Committee

(1) The Steering Committee shall propose a single slate of nominations for all committee assignments.

(2) Provision shall be made for further nominations from the floor.

(3) The Steering Committee shall obtain the acceptance or declination of nomination of any members nominated from the floor.

f. Supervise the election of members of all committees

- (1) A ballot shall be distributed by mail to all of the individuals indicated above as having voting rights, unless there are no contested elections and the faculty votes to approve the slate unanimously.
- (2) Mailed ballots shall be returned to the Steering Committee. The envelope in which any ballot is returned shall carry the voting member's signature, inscribed on the short end of the envelope in order to check that the quorum of three-fifths of the Full Faculty is satisfied. This end of the envelope will be removed before the ballot is opened.
- (3) Where more than one vacancy exists on a committee it is to be filled by a vote for the number of candidates equal to the number of vacancies.
- (4) The Steering Committee shall announce the results to all members of the Faculty.
- (5) The Steering Committee shall assign a convener for the first meeting of every elected committee.

- g. Act as the By-Laws Committee
- h. Survey the list of full, associate and ex-officio members of the Faculty Government each academic semester and present recommendations to the faculty at the first stated meeting of each semester for their approval.

B. Standing Committees

1. Organization

All new elections to committee assignment shall be held at the December meeting of the faculty each academic year for service to take effect the following February 1 until January 31 of the year a given term expires. Interim elections to fill vacancies may be held at any regular meeting. In order to establish rotation in office of approximately one-third of each committee's membership, each committee shall at the outset divide itself into three groups, to serve for one, two, and three years respectively, and shall designate the members of each group. The successors of these original members shall be chosen for a three year term, except for members chosen to fill vacancies, who shall serve for the remainder of the unexpired term. A maximum of three committee assignments shall be established for any individual member of the faculty.

2. Committee on Standards: Responsibilities

The Committee on Standards has two basic functions:

a) To establish standards of scholastic excellence throughout the Ferkauf Graduate School on matters bearing on admissions, course and program performance, and examinations. Specifically, the committee shall review and make recommendations to the faculty concerning minimal school wide standards in the following areas. These minimal standards will not in any way infringe upon a department's right to establish higher standards.

a.1 - Admission requirements.

Grade point averages; examinations to be required for admission (GRE, MAT, etc.), passing scores on these examinations; interviews and recommendations.

- .2 Transfer of credit (maximum number and quality).
- .3 Registration in classes by students and faculty in other divisions of the University.
- .4 Special-status admissions (Provisional, Transient, etc.) and equivalents.
- .5 Deadlines for acceptance or rejection of applications.

1623

a. Course and program performance.

- .1 Grading systems to be used in courses; passable grade-point averages; Incomplete grades.
- .2 Course examinations.
- .3 Academic averages.
- .4 Academic loads.
- .5 Requirements of resident for the doctorate, total time spent in studies, and normal progression toward the doctorate.
- .6 Conditions of probation.
- .7 Leaves of absence.
- .8 Enrollment and attendance in courses; withdrawal from courses.
- .9 Directed study courses.
- .10 Deadlines.

a. 3-Examinations: policies, procedures and performance on

- .1 Certifying and comprehensive examinations;
- .2 language examinations, both as to kind and number of languages required; and
- .3 oral defense of the dissertation

b. To serve as a final impartial judicial review

board when an appeal is raised by students, faculty or administration. The Committee shall adjudicate questions concerning these rules pertaining to

- 14-7624
- 1) The maintenance of academic standards, and
 - 2) ... scholarly or professional conduct of students.

3. Committee on Standards: Implementation

- a. The Committee shall receive proposals for changes in matters within their jurisdiction from the departments, individual faculty members and members of the administrative personnel.
- b. The Committee shall recommend changes after thorough consideration of the purposes and implications of the changes and their effects on the overall goals and direction of FGS.
- c. The Committee shall report its deliberations to the Steering Committee and Faculty for their deliberation and action.

4. Committee on Curriculum: Responsibilities

The Committee on Curriculum has two basic functions:

- a. To stimulate and encourage the academic excellence and growth of the Ferkauf Graduate School through careful study of ongoing programs, assessment of present and future needs, and recommendations for changes in the curriculum such considered study may suggest.
- b. To evaluate existing and suggested programs in the context of the direction and growth of the Ferkauf Graduate School.

5. Committee on Curriculum: Implementation

- a. The committee shall receive proposals and changes

in the curriculum from departments and/or individual faculty.

- b. The committee shall recommend changes only after thorough consideration of the purposes, availability of appropriate staff, effects on existing programs in relation to the overall goals and directions of FGS. The committee shall evaluate content of courses only in the light of the above considerations.
- c. The committee shall report its recommendations to the Steering Committee and faculty for their deliberation and action.

Procedures

I. Review of Existing Programs

Presently, and periodically (every 3 years), the Committee on Curriculum will review existing programs with departments for the purpose of strengthening programs, revising programs or effecting liaison between the several departments involved in the administration of a given program. Appropriate suggestions and recommendations will be discussed with department chairmen, and then forwarded to the Steering Committee, the Deans and finally to the faculty.

II. Review of all Proposed Programs

One of the committee's major functions is to insure that all programs offered at the Ferkauf Graduate School maintain a consistent level of excellence. In order to carry out this duty, the committee suggests the following steps be taken:

1. The individual faculty members and/or the department chairman concerned should send the following material and information to the Committee on Curriculum:
 - a) statement of the rationale for the new program to include purpose of the program and relation to overall goals of the Ferkauf Graduate School.
 - b) statement on the availability of full-time faculty for instructional implementation of the program.
 - c) statement on facilities to implement the program.
 - d) a brief account of the program itself.
2. Customarily the above should be submitted to the Committee on Curriculum for review by September of the academic year prior to the year it is expected to go into operation. This will enable the committee to present its recommendations to the Steer-

ing Committee, the Dean, the department chairman and to the faculty prior to the December meeting of the faculty each year.

III. New Courses

It is incumbent upon department chairman to present to the Committee on Curriculum proposals for new courses to be offered. Customarily, for a course to be offered in the Fall Semester, the proposal must be submitted by March 1 of the previous semester; for a course to be given in the Spring Semester, by October 15 of the previous semester.

The review of proposed courses will be subject to the criteria mentioned above.

Special courses and workshops offered in the summer sessions will not come under the purview of this committee.

6. Committee on Faculty Welfare: Responsibilities
 - a. The Committee on Faculty Welfare has as its prime function the formulation of recommendations related to matters of general faculty welfare. Specifically, these areas include
 - .1 medical and hospitalization insurance
 - .2 life insurance
 - .3 sick leave policies

.4 leaves of absence

.5 sabbatical leaves

.6 salary schedules

.7 tenure policies

.8 they may also include such other interests as in the future may be deemed advisable

b. Committee action may originate within the committee, or on request of a member or members of the faculty.

c. The committee shall determine its order of action by a majority vote of its members.

d. The committee shall determine, in consultation with the Dean, the most efficient procedures for implementing its responsibilities.

7. Committee on Research Activities: Responsibilities

a. Members of the faculty who participate in scholarly activities outside of the immediate geographical area may apply to the committee for travel funds.

The committee evaluates and processes the requests and transmits them to the Dean for action.

b. A research seeding fund has been made available which can be drawn upon by faculty members not having grant backing, and who want to conduct research on a small scale. It covers those who may want to conduct pilot research in anticipation

of applying for more extended external assistance. The committee will evaluate and process these requests and submit them to the Dean's office.

8. Committee on Promotions: Responsibilities

The promotions committee shall evaluate each recommendation and then submit to the Dean of the Ferkauf Graduate School not only its final recommendations but also copies of the supporting evidence (including the departmental

weights assigned to the several criteria) which the committee utilized in arriving at its recommendations.

The committee may consult with the department chairman or individual faculty member under consideration to assist the committee in its deliberation.

The Committee shall establish whatever rules or procedures it deems necessary in order to carry out its responsibilities.

The faculty shall delegate to the committee full responsibility for carrying out its functions.

Committee deliberations shall be confidential and no report of individual cases will be made to the

faculty at large. The committee, however, will

submit a general report to the faculty during a Spring meeting in which they may indicate the kinds and types

at 11:45
on 1/9
12:00 to 1:00
faculty
actions 1/14/11
See Appendix A

of action taken and the effectiveness of the criteria used in recommending promotions as well as promotions machinery.

9. Committee on Promotions: Implementation

a. The criteria to be used in evaluating faculty members for promotion shall consist of:

- .1 mastery of subject matter
- .2 scholarly ability
- .3 university service
- .4 professional growth
- .5 teaching effectiveness

Each department shall determine for itself what weights shall be assigned to these criteria as well as specific items of performance to be subsumed under each criterion.

b. Four members, nominated by the steering committee, consisting of no more than two members from any one department, shall be elected, one of whom shall serve as an alternate. No member of the committee shall deliberate upon a recommendation that concerns him personally or one in which he has passed judgment as a department chairman. In the event one member disqualifies himself for

one of these reasons, the alternate shall take his place. The committee will serve for one year only although one or more members may be re-elected. The chairman and alternate will be selected by the committee.

- c. The department chairman shall recommend in writing to a promotions committee (defined below) those faculty members who are to be considered for promotion in rank. Supporting evidence shall accompany these recommendations.

The Dean shall report his decisions on the promotions committee's recommendations within one month after receipt of the final list. If the Dean does not concur with these recommendations, he shall state in writing to the committee his reasons. The committee shall then arrange to meet with the Dean in order to resolve the disagreements. Individual faculty members who have not been recommended for promotion shall have the right to appeal to the committee. All such personal appeals should be submitted in writing and accompanied by supporting evidence. The current policy and procedures apply only to the 1963-64 and 1964-65 academic years and that

revised policy and procedures be considered for subsequent years in the light of the experience gained and, particularly in the light of the current lack of criterial definition.

10. Library Committee functions to be submitted to the faculty for approval.

C. Ad Hoc Committees

Ad hoc committees of the faculty, established temporarily as the need arises to study specific questions, shall be appointed by the Dean upon the recommendation of the Steering Committee or the faculty or on his own authority.

mh
12/69

1633

YESHIVA UNIVERSITY

AMSTERDAM AVENUE & 186TH STREET
NEW YORK 33, N. Y.

OFFICE OF THE PRESIDENT

December 3, 1970

Dear Colleague:

As you know, Yeshiva University, along with all other universities, is suffering a severe financial crisis. I am confident that we will surmount these difficulties and that we will continue on our course towards excellence in all aspects of our educational program. We must maintain the highest possible standards and we must do the least possible damage as we live through this difficult phase in the history of American education.

During these coming months, we will need to persist in the process of belt-tightening which, with your help and understanding, has already been initiated with some measure of success. Our present budget projections indicate that I will be unable to authorize any promotions or salary increments for the 1971-72 academic year. Should our situation improve in some unanticipated fashion, I shall promptly review this determination. However, our analysis compels me in all candor and in all fairness to acquaint you with our current reality.

I am confident that I can rely on your continued cooperation as we move through these hard times. I recognize that increased living costs pose real problems for faculty members and I deeply regret that it is not possible at this time to plan for commensurate salary increases this coming year. However, I know that we will keep working together for the students and for the community we serve.

Thank you for your devotion, your loyalty and your commitment to the aims and ideals of Yeshiva University.

Sincerely yours,

Samuel Belkin
Samuel Belkin
President

RELATIONS BOARD
OFFICIAL EXHIBIT NO. *Ret 108*

11/10/75 {	Identified	☒
	Received	☒
	Approved	☒

AK

1634

FACULTY WELFARE COMMITTEE PROPOSAL
of October 15, 1974

	<u>Actual</u> <u>1973-1974</u>	<u>1974-1975</u>	<u>1975-1976</u>
Instructor			
	\$ 7,000	\$ 7,900	\$ 8,800
	7,500	8,450	9,400
	8,000	8,900	9,800
	8,500	9,550	10,600
	9,100	10,150	11,200
	9,600	10,650	11,700
	10,080	11,090	12,100
 <u>Assistant Professor</u>			
	8,500	9,500	10,500
	9,100	10,150	11,200
	9,700	10,800	11,900
	10,300	11,450	12,600
	11,000	12,150	13,300
	11,700	12,850	14,000
	12,285	13,395	14,500
 <u>Associate Professor</u>			
	11,000	12,100	13,200
	11,700	12,850	14,000
	12,400	13,600	14,800
	13,200	14,450	15,700
	14,000	15,300	16,600
	14,800	16,150	17,500
	15,700	17,100	18,400
 <u>Professor</u>			
	14,000	15,300	16,600
	14,800	16,150	17,500
	15,700	17,100	18,500
	16,600	18,050	19,500
	17,500	19,000	20,500
	18,500	20,000	21,500
	19,500	21,000	22,500
	20,475	22,000	23,500

October 22, 1974

Proposal for Full-Time Faculty Salaries is Applicable to Faculty on Staff During 1973-1974

OK M.
 per 110